



Corridors of Opportunity

# Workforce Analysis

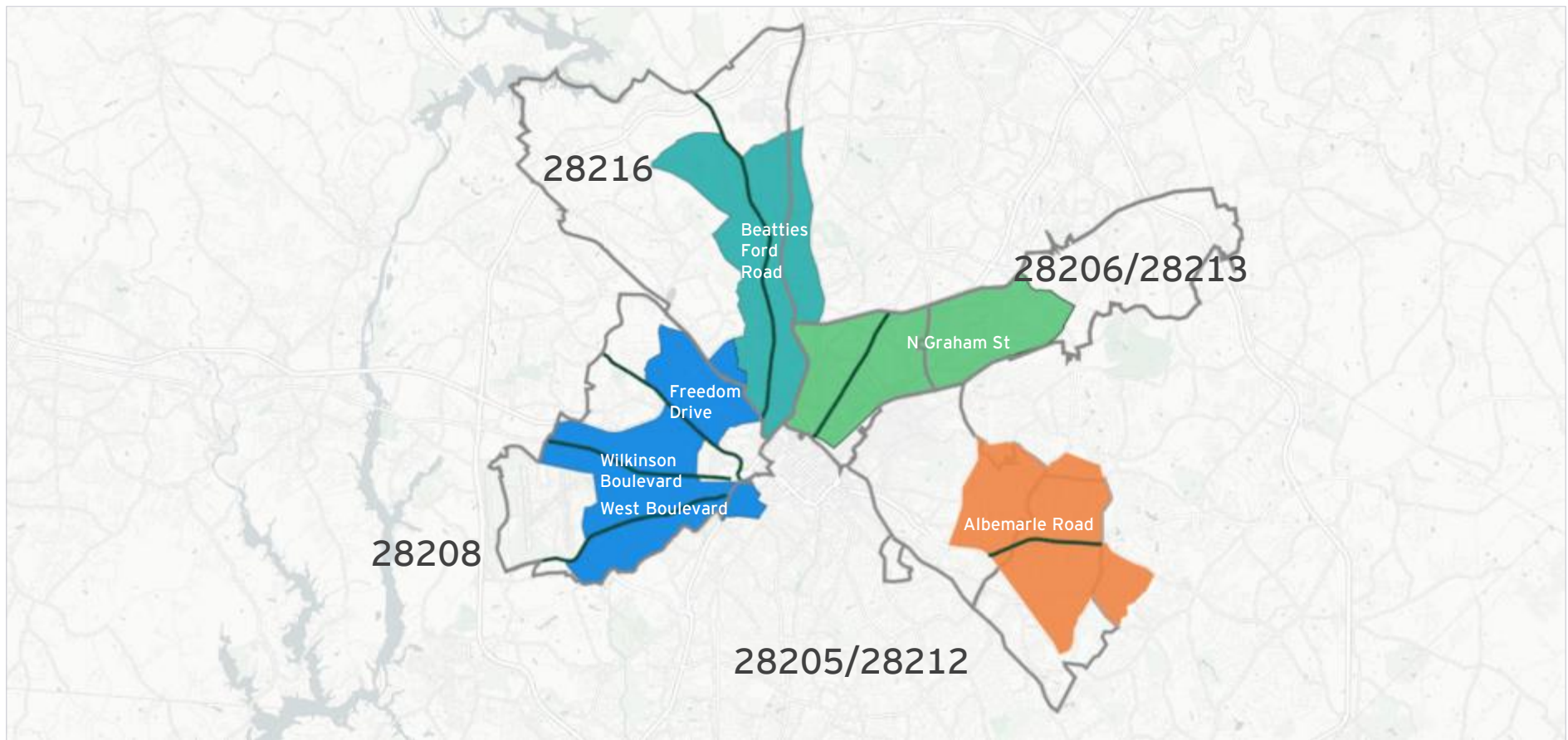
December 2021

Prepared for the City of Charlotte



# Study focus

The following analysis explores the demographic composition, educational attainment dynamics, labor characteristics and potential barriers to opportunity present in four zip code-based geographies in Charlotte—28208, 28212, 28206/28213, and 28205/28212. For each of these four areas, census tract information was leveraged to identify especially distressed areas, i.e. elevated poverty rates, lower educational attainment levels, and disproportionate reliance on public transit. *While subsequent analysis will primarily focus on zip codes, this initial census-tract based examination demonstrates that more economically vibrant corridors are likely to benefit those individuals that have traditionally encountered relatively limited economic opportunity.*



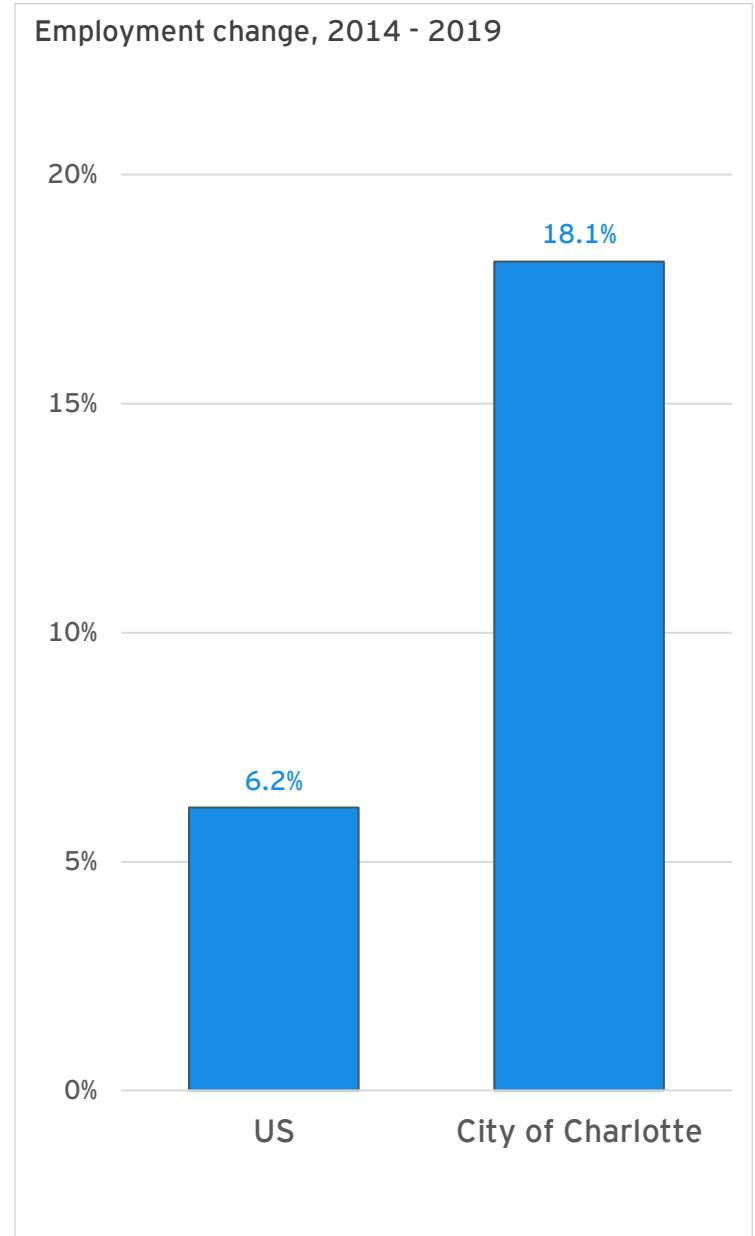
# Study overview: Initial research findings

In recent years, the City of Charlotte has enjoyed strong employment growth and greater economic vibrancy. Between 2014 and 2019, the total number of jobs in Charlotte rose 18%, more than twice the national rate of increase. In addition to significant employment gains, Charlotte continues to become ever more prosperous. Since 2014, median household income has increased 15%. Wages in the city have risen and the poverty rate has declined.

Unfortunately, these gains have not been equally shared throughout the city. Despite record levels of employment prior to the pandemic, in 2019 nearly 100,000 Charlotte residents continued to live in poverty. This figure has undoubtedly risen in the wake of the global health crisis and subsequent economic downturn.

At the end of 2019, Charlotte was enjoying an unprecedented expansion of employment opportunities in the city. In December of 2019, the Charlotte posted a year-over-year increase in the number of employed residents for the *109th consecutive month*. At just 3.1%, the Charlotte's unemployment rate was at its lowest level in a generation.

Much like cities throughout the world, Charlotte's growth trajectory came to abrupt halt at the onset of the pandemic. By May 2020, the city's unemployment rate approached 14%. This figure remains the highest observed level since the current unemployment statistical program was introduced in 1990. Although Charlotte's unemployment dipped below 7% by December, there were 15,000 additional unemployed residents at the end of the year compared to the beginning of 2020.



Source: EMSI

# Study overview: Initial research findings, *continued*

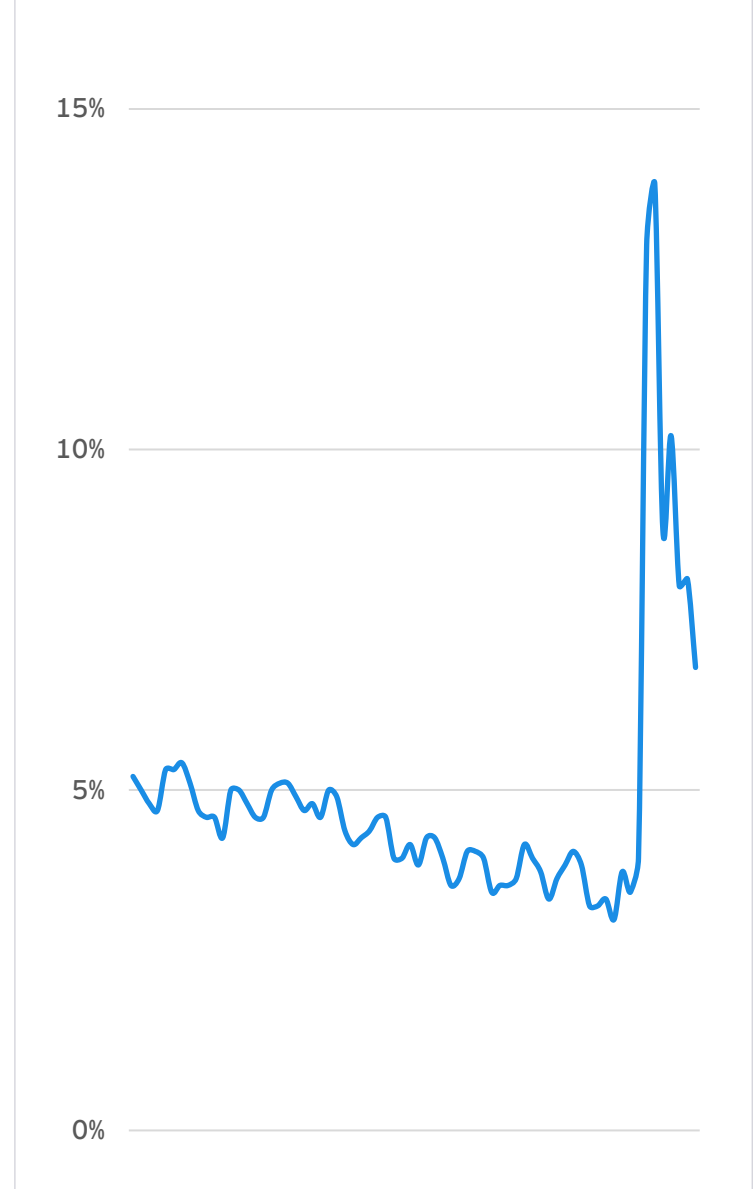
Even before the pandemic wrecked havoc on the economy, the absence of economic opportunity was particularly acute in specific areas of the city. This includes several neighborhoods located in Charlotte urban core.

The following analysis examines four areas where the city's economic vitality has too often failed to reach:

- *Freedom, Wilkinson & West Corridors* - This area is located immediately east of Charlotte Douglas International Airport. It is roughly bounded by Irwin Creek to the south, Scott Futrell Drive to the north, and Interstate 77 to the east.
- *Sugar Creek Corridor* - The Sugar Creek Corridor is primarily bounded by Interstate 85 to the north and North Tyron Street to the south between downtown Charlotte and East W T Harris Boulevard.
- *Beatties Ford Corridor* - Encompassing areas to the immediate east and west of Beatties Ford Road, the corridor extends from downtown Charlotte to Interstate 85.
- *Albemarle Corridor* - The Albemarle Corridor is primarily bounded by Independence Boulevard to the west and Interstate 485 to the east with Central Avenue running through the corridor.

As economically destructive as the pandemic has been, it has also helped underscore the critically important role resiliency plays in a city's economic development agenda. While the following pages detail the demographic characteristics of many of the city's most economically vulnerable neighborhoods, they also serve as the first steps in crafting a policy response to ensure that Charlotte and its residents emerge from the current crisis well-positioned to capture opportunities in a post-pandemic world.

City of Charlotte unemployment rate, 2015 - 2020



Source: US Bureau of Labor Statistics, EY

# Initial research findings

These four geographies share many demographic characteristics. Communities of color, for example, represent nearly 80% of residents in all four corridors. In the Albemarle Corridor, for example, one in three residents was born outside of the United States. There are roughly twice as many foreign born residents in the Albemarle Corridor as there are in the City of Charlotte.

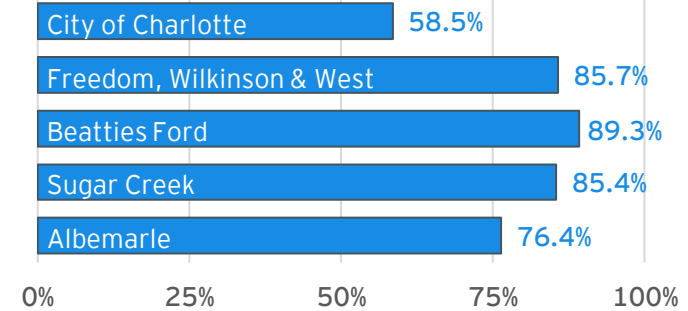
The age of many corridor residents also skews slightly younger than the city as a whole. In the Freedom, Wilkinson & West Corridor and Beatties Ford Corridor, for example, over 40% of residents are less than 25 years old. Corridor residents are also more likely to experience poverty, have at least one physical disability, and rely on public transit compared to Charlotte as a whole.

All four areas are characterized by high levels of unemployment. According to the US Census Bureau, in 2019 5% of Charlotte residents were unemployed. The unemployment rates in the examined corridor areas, however, ranged from 6.1% to nearly 10.6% during the same time period. Additionally, these communities are at risk for elevated unemployment rates in the wake of the pandemic.

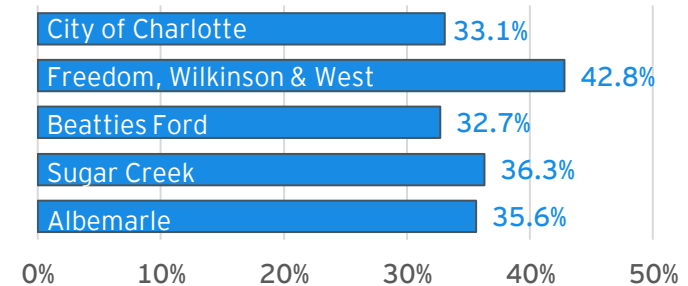
Although many factors ultimately contribute to elevated unemployment rates within the corridors, educational attainment and age play especially striking roles. In all four corridors, as well as the city at large, greater educational attainment levels are associated with lower unemployment rates. In the Sugar Creek Corridor, for example, the unemployment rate for individuals with just a high school diploma is nearly 11%. For residents with a bachelor's degree, it is 2.4%.

Unemployment rates by age tell a similar story. In the Beatties Ford Corridor, for example, nearly one in three residents between the age of 16 and 24 is unemployed. For residents 55 and older, on the other hand, the unemployment rate is less than 6.5% in all four corridors.

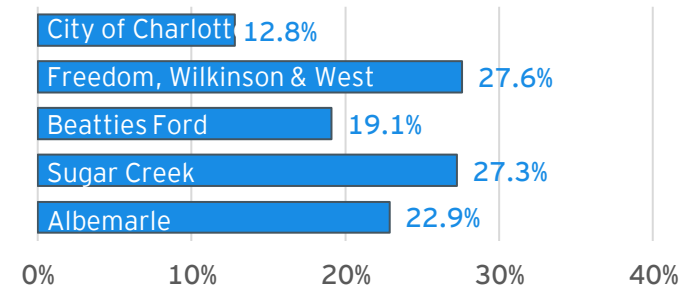
Communities of color as a percentage of population, 2019



Percent of population less than 25 years old, 2019



Poverty rate, 2019



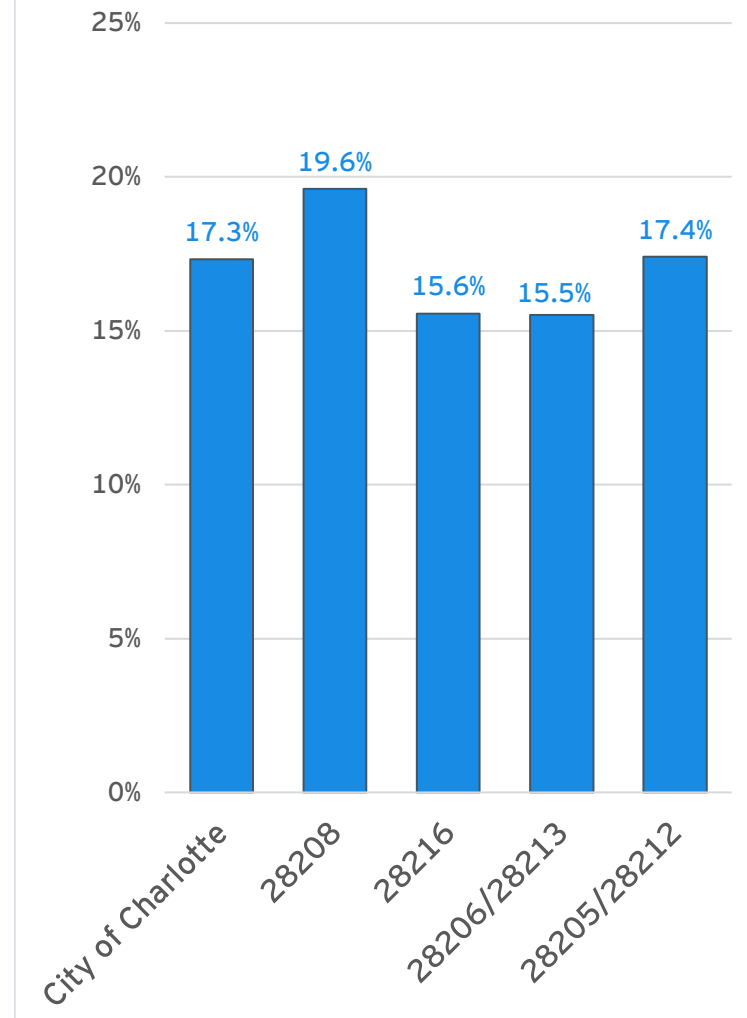
Source: US Census Bureau

# Initial research findings, continued

The Corridors of Opportunity are not simply places of residence. They are also employment centers. In fact, in both the Freedom, Wilkinson & West Corridor and Sugar Creek Corridor there are more jobs than there are workers living in them. In recent years, all four areas have also experienced employment growth:

- *Freedom, Wilkinson & West Corridor (28208 zip code)* - 28208 is the top examined zip code where employment growth has outpaced the citywide average during the past 5 years. Thanks to the Charlotte Douglas International Airport, Material Moving and Transportation & Logistics are the top two largest employment clusters.
- *Beatties Ford Corridor (28216 zip code)* - In recent years, employment growth in the 28216 zip code has trailed the Charlotte average. Additionally, many of the employment opportunities in the zip code are in relatively low-wage, low-skill clusters.
- *Sugar Creek Corridor (28206/28213 zip codes)* - Employment growth in the 28206/28213 zip code area has trailed both the Charlotte average, as well as the other corridors. As of 2019, Building Cleaning & Maintenance, production, Food Preparation, and Construction are the most concentrated occupation cluster within the corridor. Office & Administrative Support, however, is the largest cluster in terms of employment in both the corridor and the greater zip code area.
- *Albemarle Corridor (28205/28212)* - The employment growth in the 28205/28212 zip code area has exceeded the Charlotte average and was the second fastest growing compared to its counterparts. Sales and Construction are the largest occupation clusters in terms of employment in the zip code area and corridor, respectively, as of 2019.

Employment change, 2014 - 2019



Source: EMSI

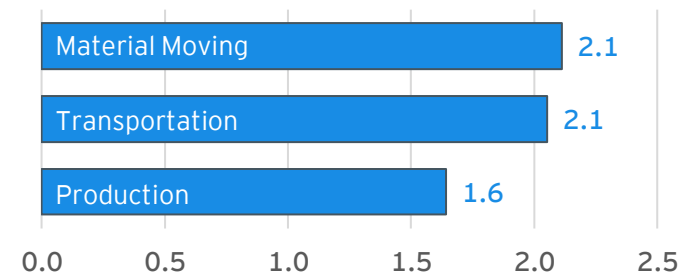


# Initial research findings, continued

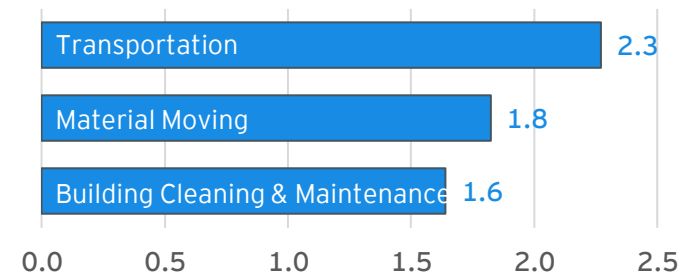
Increasing economic opportunity for corridor residents will require a multi-faceted approach involving multiple stakeholders. It will involve leveraging the skills of existing residents while also leveraging investment to create additional employment opportunities. In all four corridors, residents possess specialized areas of occupational knowledge:

- *Freedom, Wilkinson & West Corridor* - Residents in both the individual corridor, as well as the broader 28208 zip code, are more likely to work on a per capita basis in occupations such as Transportation and Material Moving relative to the citywide average. In 2019, both the corridor and greater 28208 zip code had more jobs than employed residents.
- *Beatties Ford Corridor* - Individuals living in both the Beatties Ford Corridor and the larger 28216 zip code possess a multitude of occupational specializations. Residents are more likely on a per capita basis than their counterparts living elsewhere in the city to work in occupations such as Transportation, Material Moving, and Building Cleaning & Maintenance. In 2019, both the corridor and the 28216 zip had more employed residents than jobs.

Three most concentrated occupations among Freedom, Wilkinson & West Corridor residents, 2019  
(Value of 1 equals City of Charlotte average)



Three most concentrated occupations among Beatties Ford residents, 2019  
(Value of 1 equals City of Charlotte average)



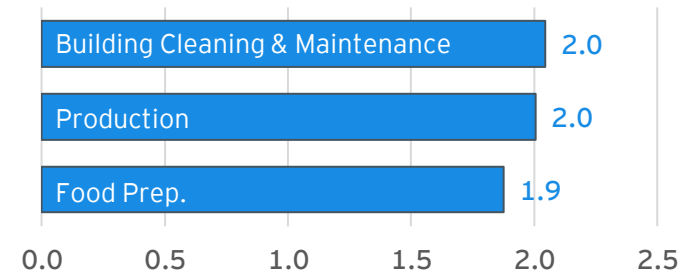
Source: EMSI

# Initial research findings, continued

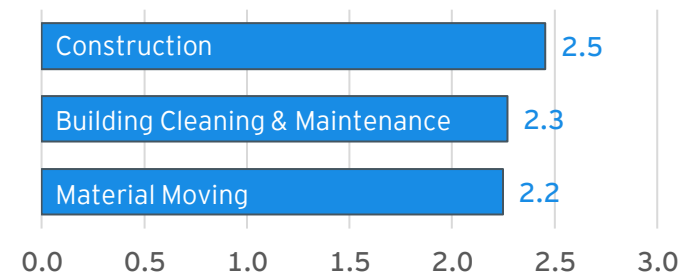
Increasing economic opportunity for corridor residents will require a multi-faceted approach involving multiple stakeholders. It will involve leveraging the skills of existing residents while also leveraging investment to create additional employment opportunities. In all four corridors, residents possess specialized areas of occupational knowledge:

- *Sugar Creek Corridor* - Corridor residents, as well as those living in the combined 28206/28213 zip code area, are more likely to work on a per capita basis in occupations such as Building Cleaning & Maintenance, Production, Food Preparation, and Construction compared to their counterparts living in other parts of Charlotte. There were more jobs than employed residents in the corridor as of 2019. However, in the greater 28206/28213 zip code area, the number of jobs was largely aligned with the number of residents.
- *Albemarle Corridor* - Residents in both the individual corridor, as well as the broader 28205/28212 zip code area, are more likely to work on a per capita basis in occupations such as Construction, Building Cleaning & Maintenance, and Material Moving compared to Charlotte. There were more employed residents than jobs in both the corridor and the greater 28205/28212 zip code area in 2019.

Three most concentrated occupations among Sugar Creek residents, 2019  
(Value of 1 equals City of Charlotte average)



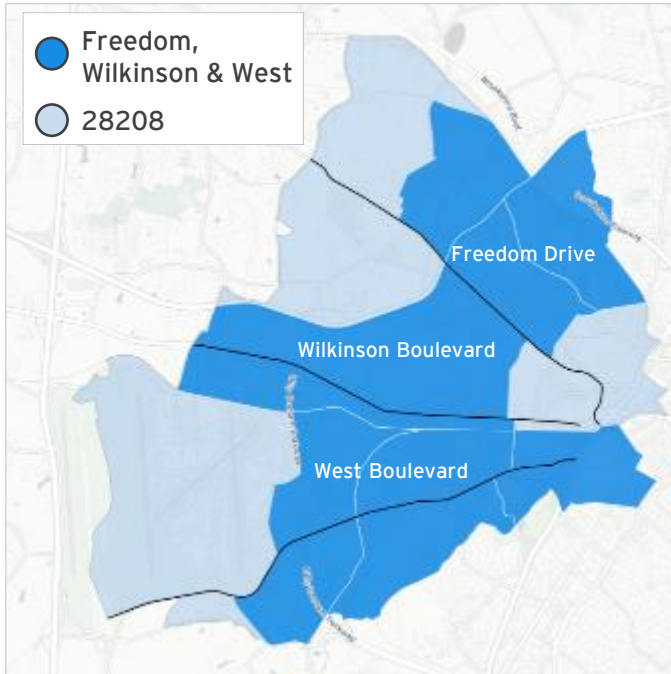
Three most concentrated occupations among Albemarle residents, 2019  
(Value of 1 equals City of Charlotte average)



Source: EMSI

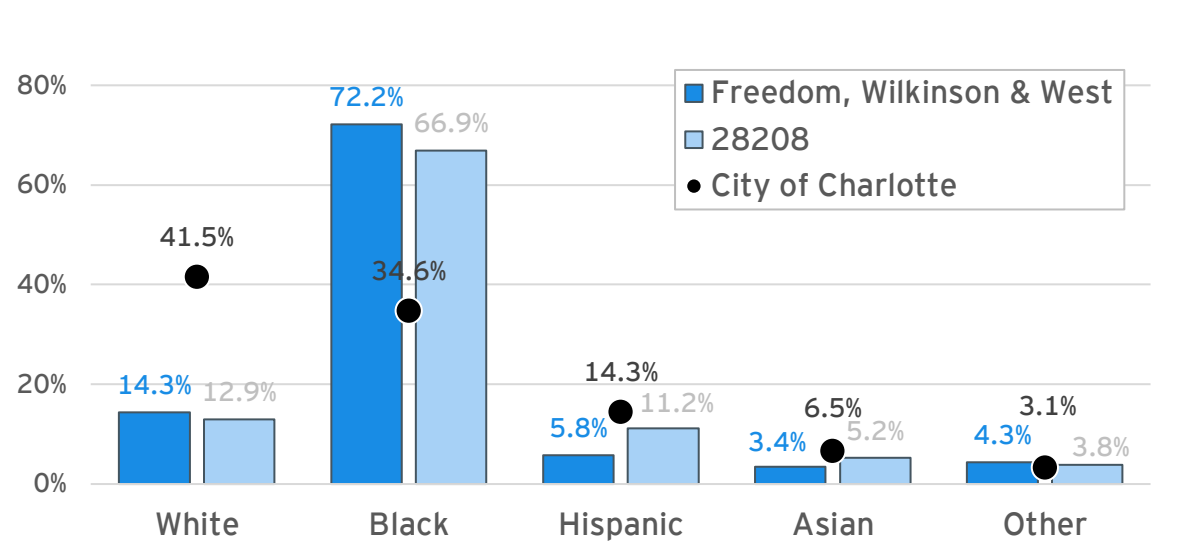


# Freedom, Wilkinson & West Corridors - Demographics

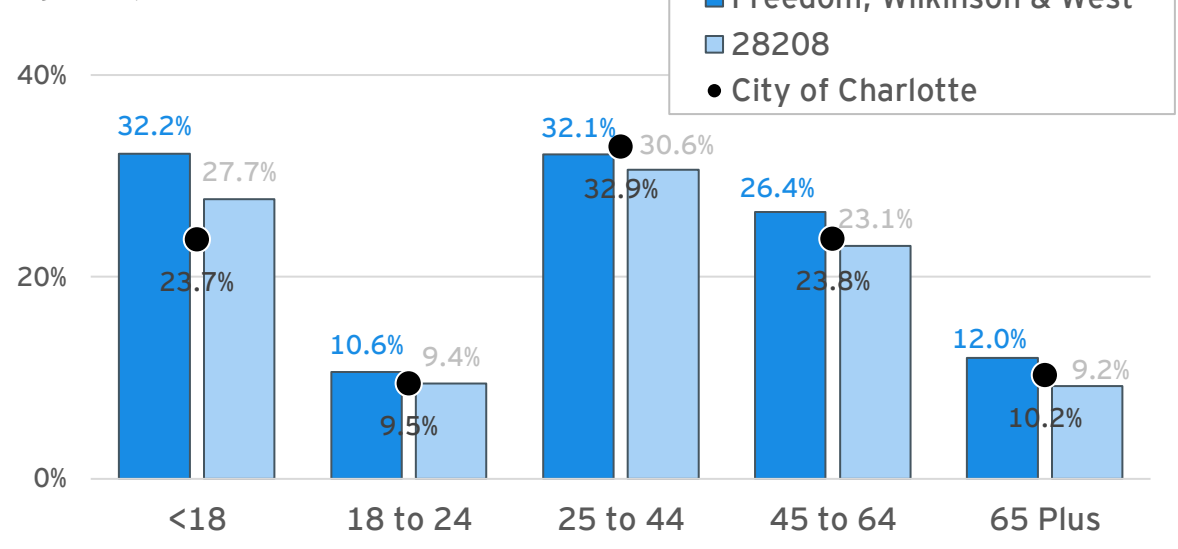


- Communities of color represent over 85% of all residents in the Freedom, Wilkinson & West Corridors. Citywide, racial and ethnic minorities comprise less than 60% of Charlotte's population.
- As a percentage of its population, the Freedom, Wilkinson & West Corridors are home to a greater proportion of residents in each age bracket as compared to the citywide average. Notably, the Freedom, Wilkinson & West Corridors population has a greater proportion of residents less than 25 years of age compared to Charlotte.

Racial and ethnic composition, 2019

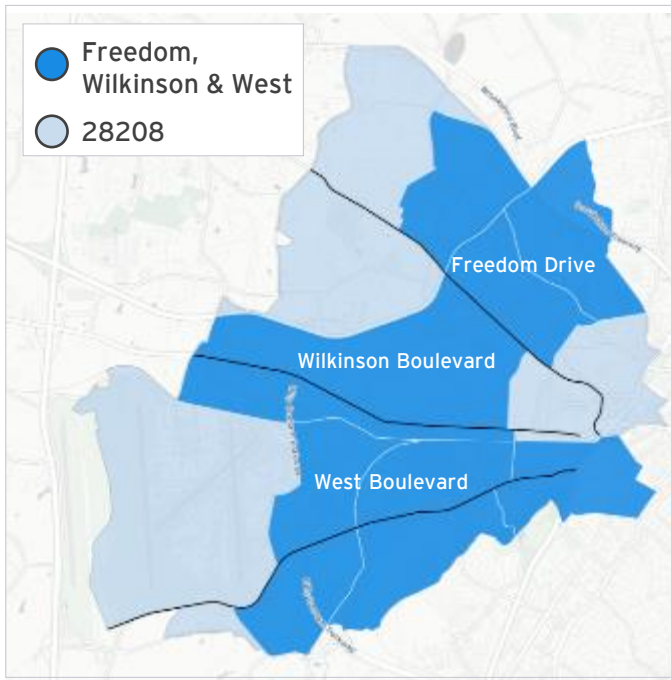


Age composition, 2019

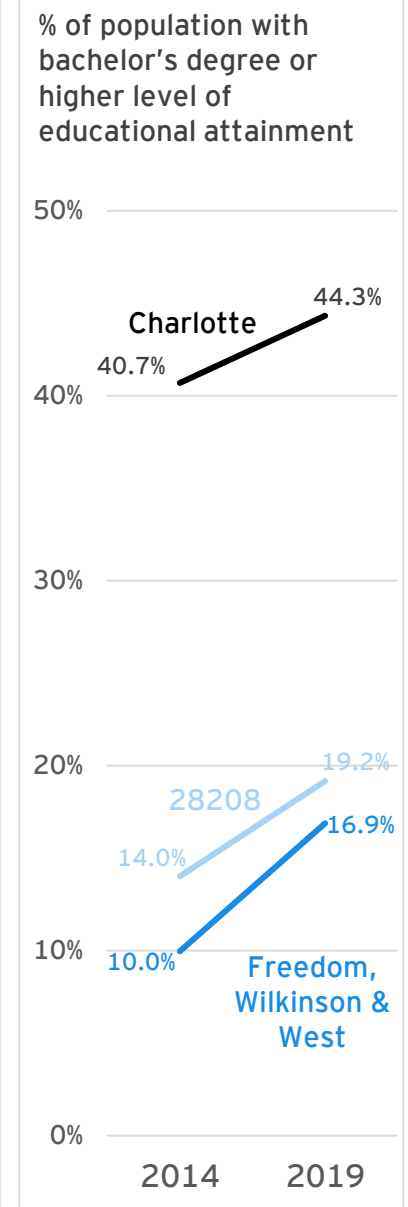
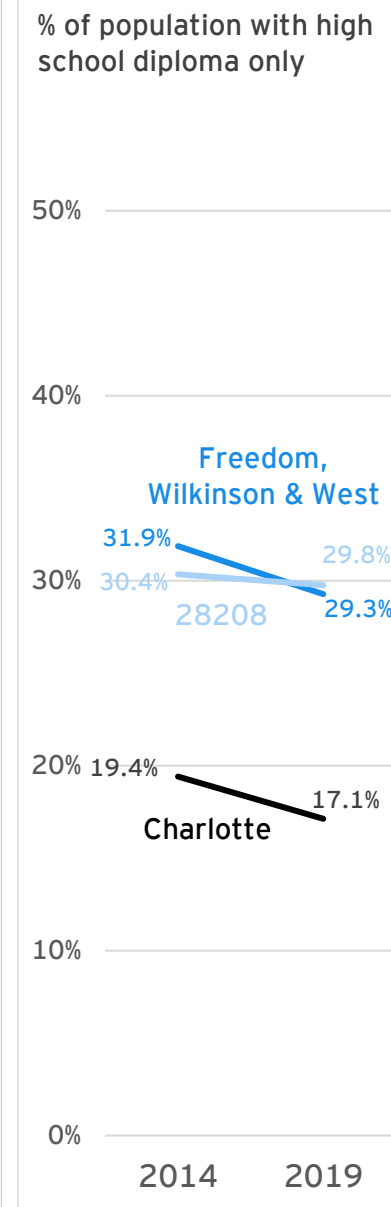
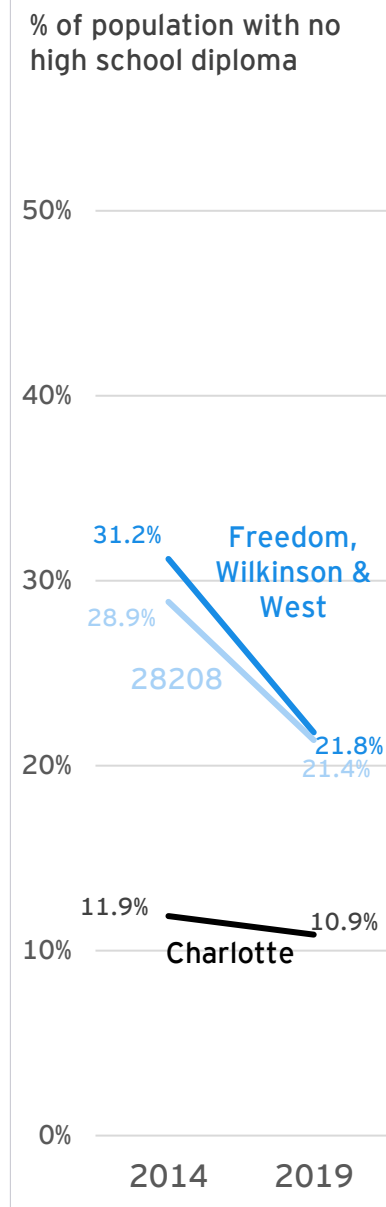


Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Educational Attainment

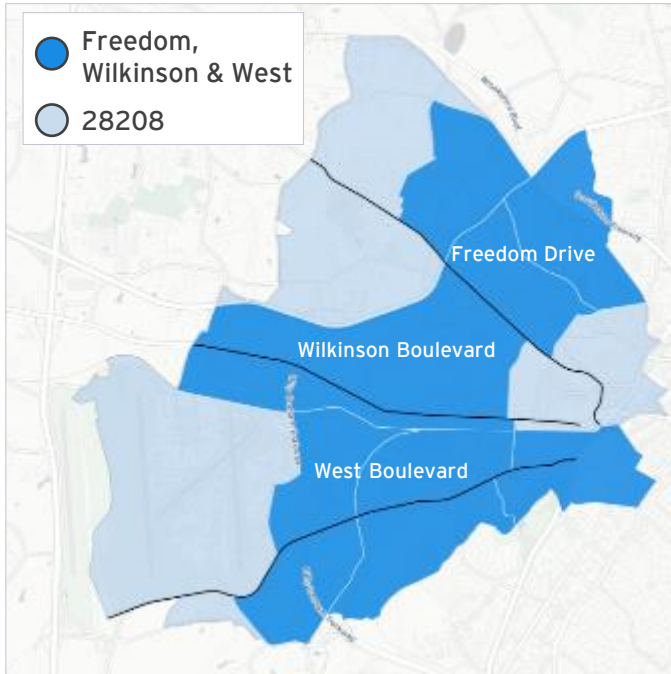


- Freedom, Wilkinson & West residents are twice as likely to have less than a high school diploma as the highest level of educational attainment as compared to citywide averages.
- Corridor and zip code residents are much less likely to possess a high school diploma or college degree relative to citywide average.
- Corridor and zip code residents are also less likely to be college graduates.



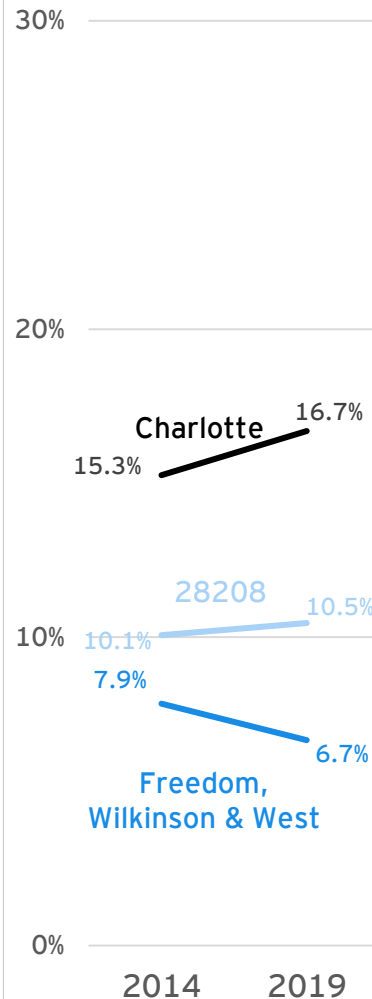
Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Potential Barriers

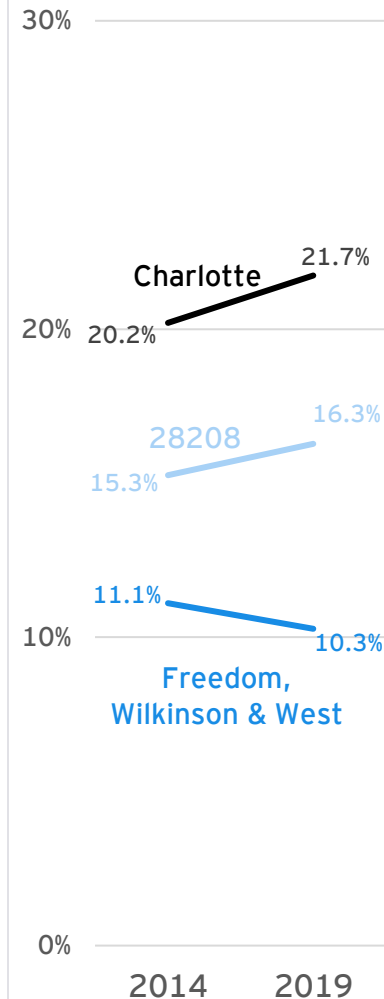


- Compared to the city as whole, both the 28208 zip code and the Freedom, Wilkinson & West Corridors are home to relatively few foreign-born residents and non-citizens.
- The Freedom, Wilkinson & West Corridors and the greater 28208 zip code both feature proportionally fewer residents that speak a language other than English at home compared to the citywide average.

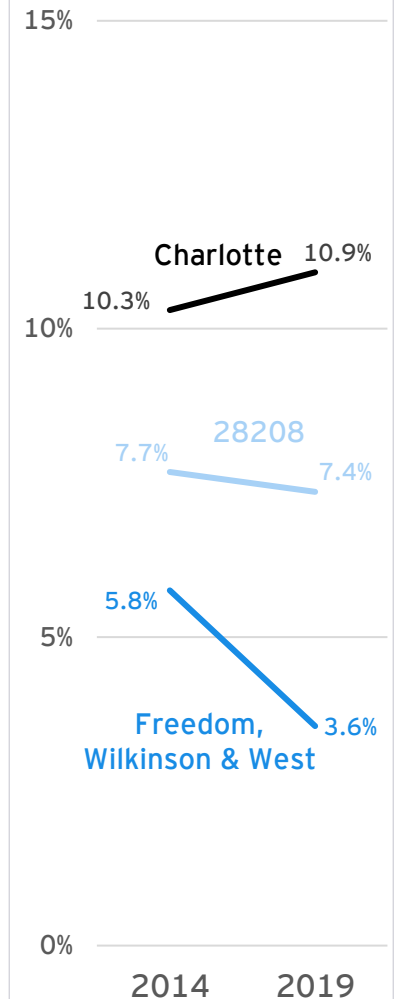
Foreign-born as % of population



% of population that speak a language other than English at home

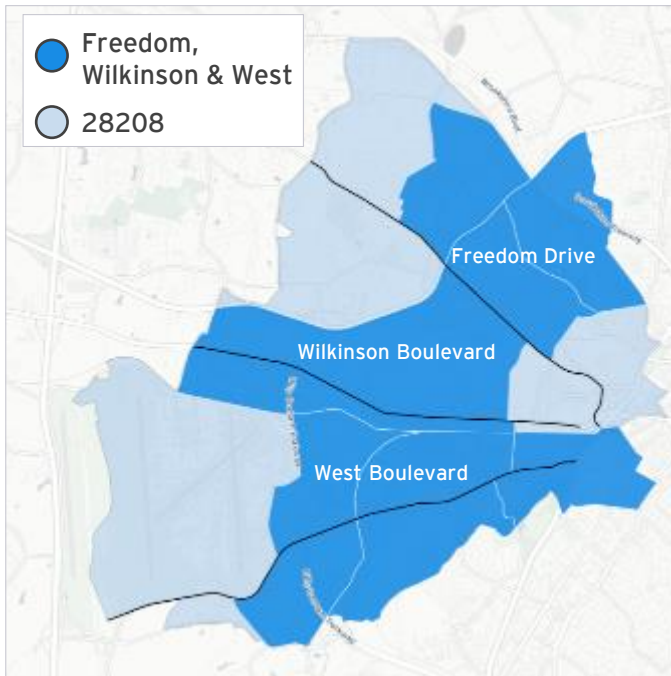


Non-citizens as % of population

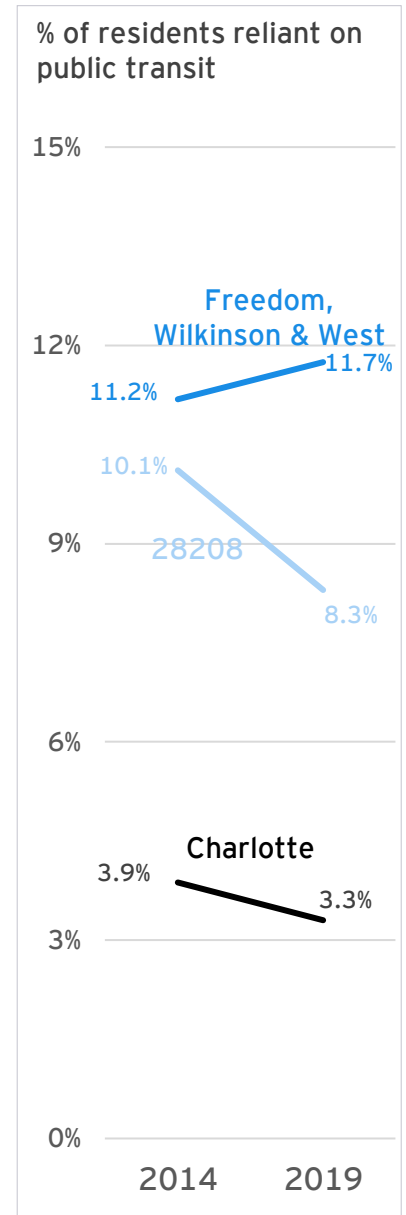
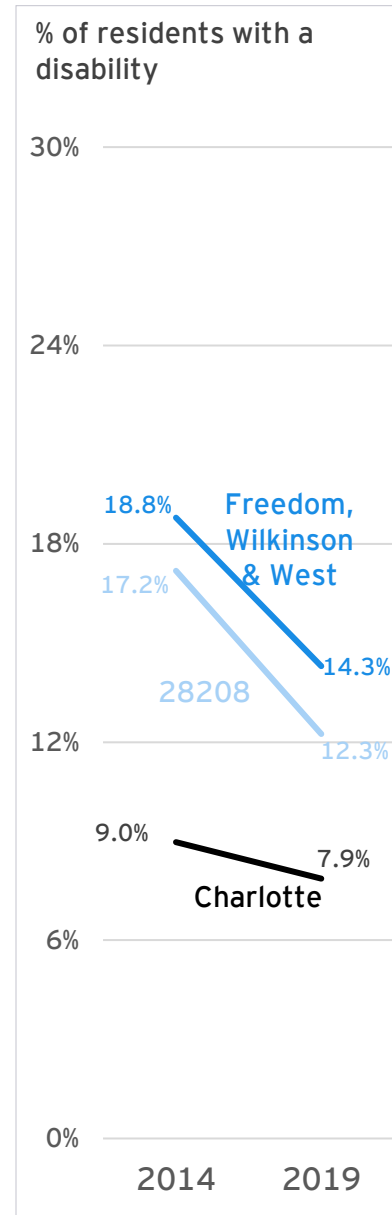
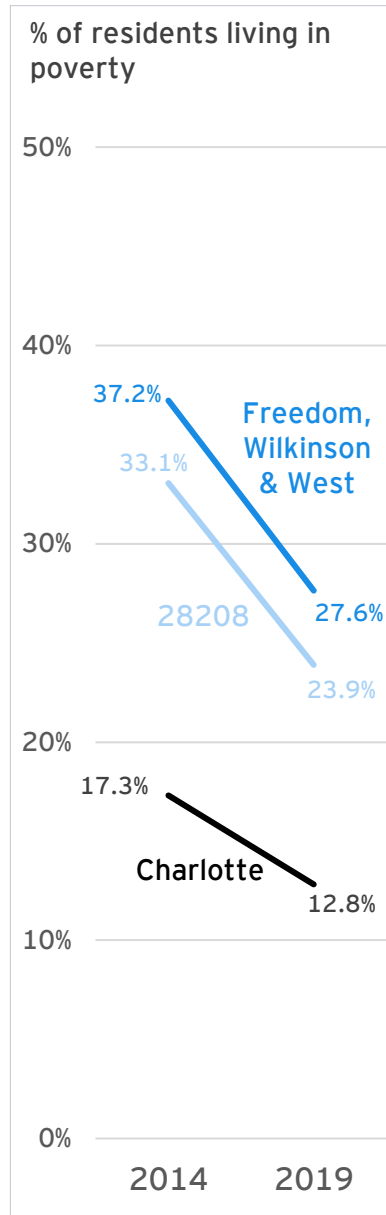


Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Potential Barriers, cont.

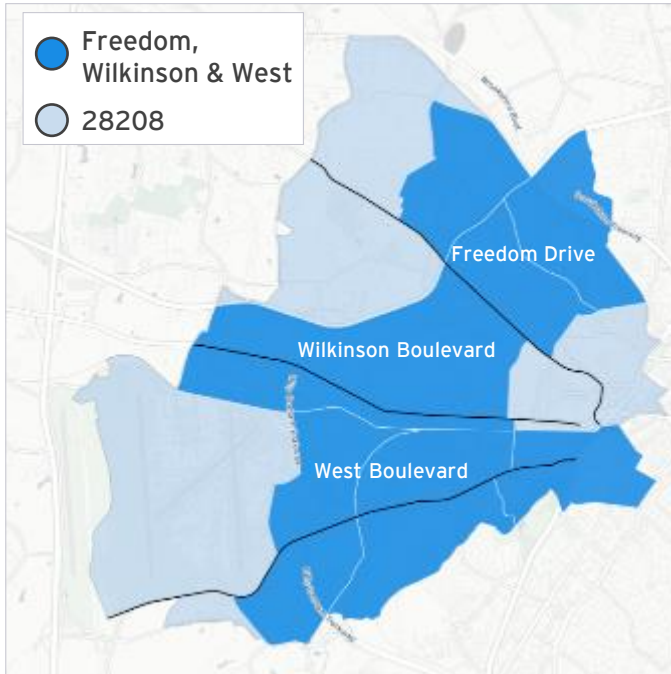


- Although poverty rates in both the Corridor and broader zip code declined between 2014 and 2019, they remain much higher relative to the citywide average.
- Both the Freedom, Wilkinson & West Corridors and the 28208 zip codes are also home to a larger proportion of residents with one or more disabilities.
- Corridor and zip code residents are much more likely to rely on public transit. Corridor residents saw an increase in reliance between 2014 and 2019.



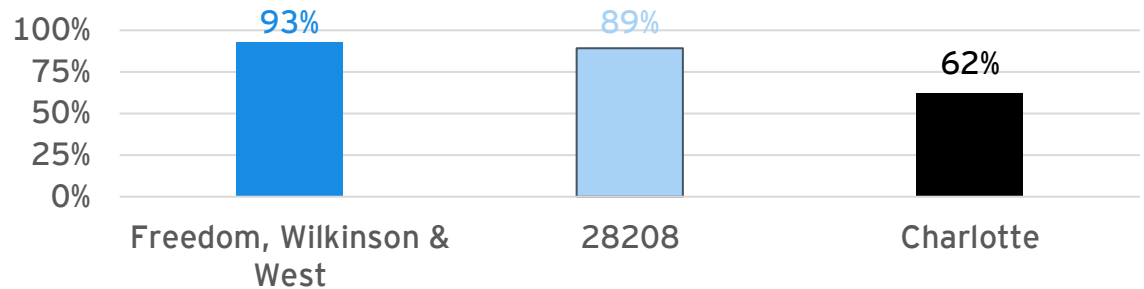
Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Potential Barriers, cont.

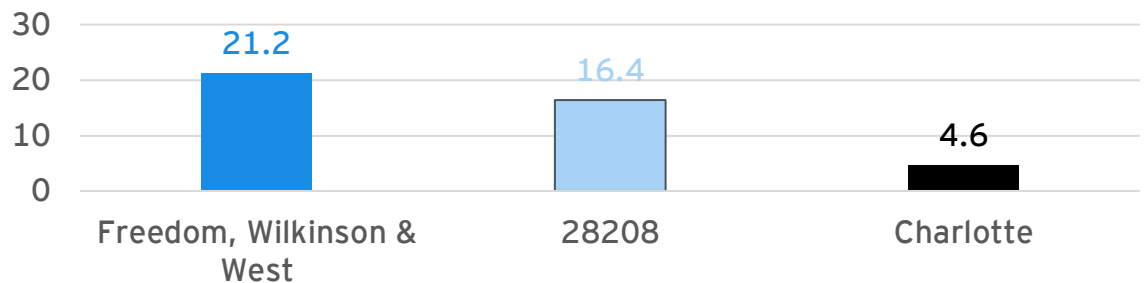


- Compared to Charlotte as a whole, most Freedom, Wilkinson & West Corridors and 28208 zip code residents live in relative proximity to a licensed childcare provider.
- The Freedom, Wilkinson & West Corridors and 28208 zip have higher levels of violent crime relative to the rest of Charlotte.
- Nearly one in five corridor and zip code residents between the ages of 16 and 19 are neither employed nor enrolled in school.

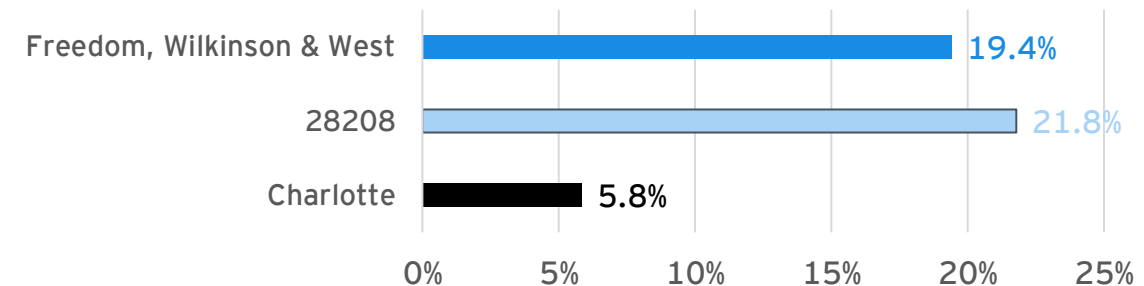
Percentage of housing units within ½ mile of a licensed early care provider, 2017



Violent crime rate per 1,000 residents, 2018

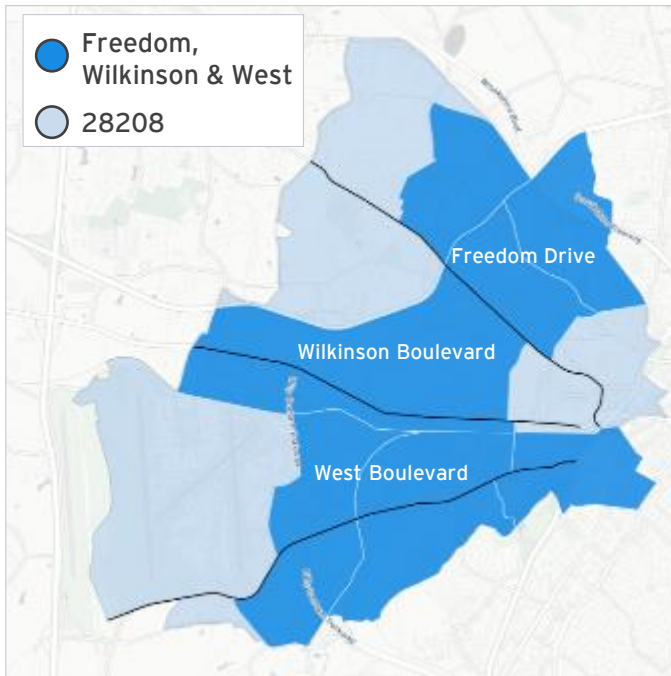


Disconnected youth (individuals 16 to 19 not enrolled in school, employed or in the labor force), 2019

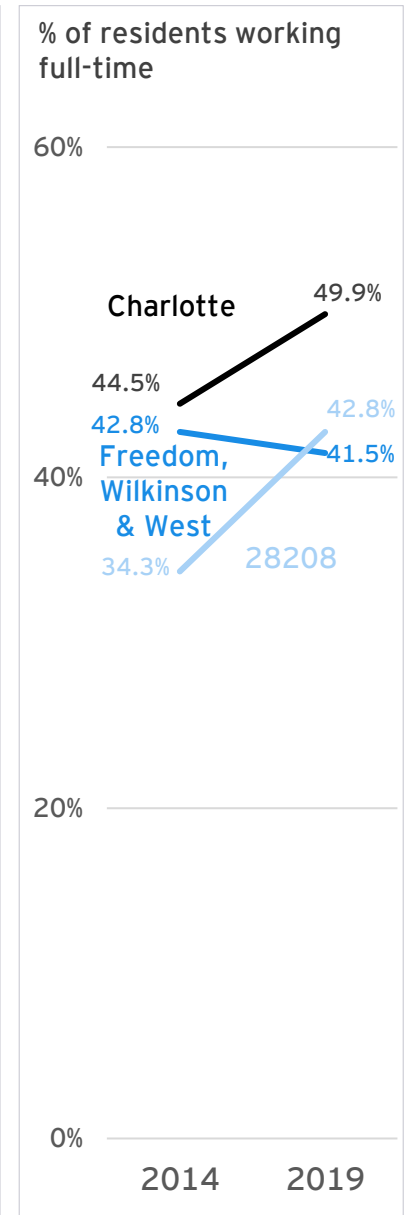
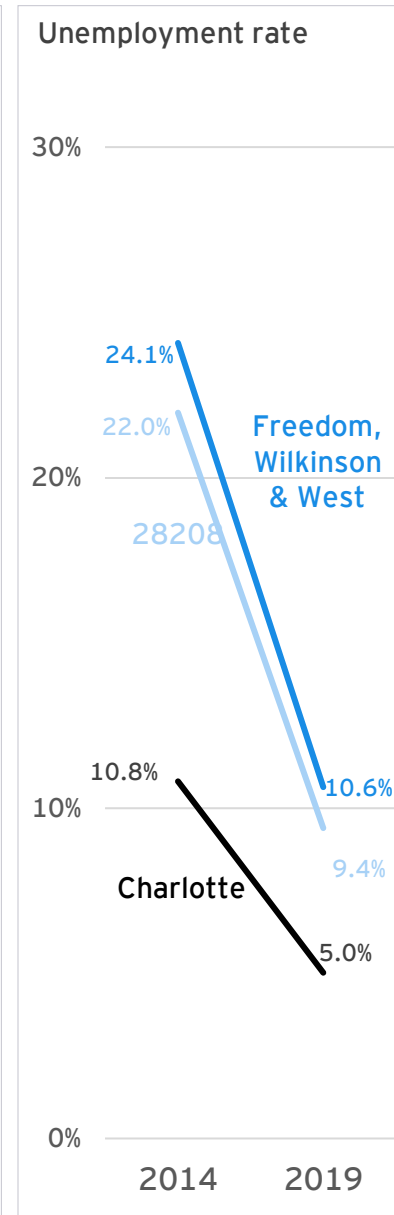
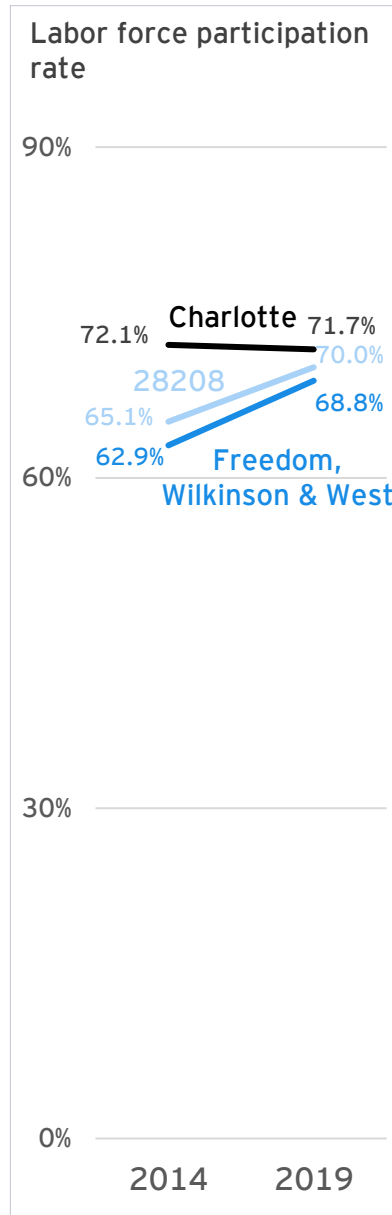


Source: US Census Bureau, Charlotte/Mecklenburg Quality of Life Explorer

# Freedom, Wilkinson & West Corridors - Labor Characteristics



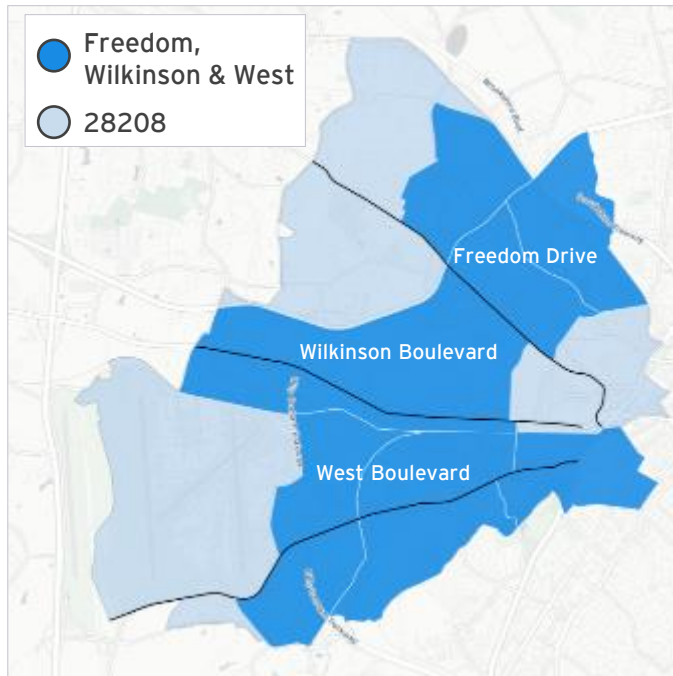
- Labor participation rates are comparable among corridor, zip code, and city residents.
- The unemployment rate among residents in all examined areas have declined between 2014 and 2019. Still, the unemployment rate among corridor and zip code residents remains higher than the citywide average.
- The proportion of corridor residents with full-time jobs declined between 2014 and 2019 while the zip code and citywide rates increased.



Sources: US Census Bureau

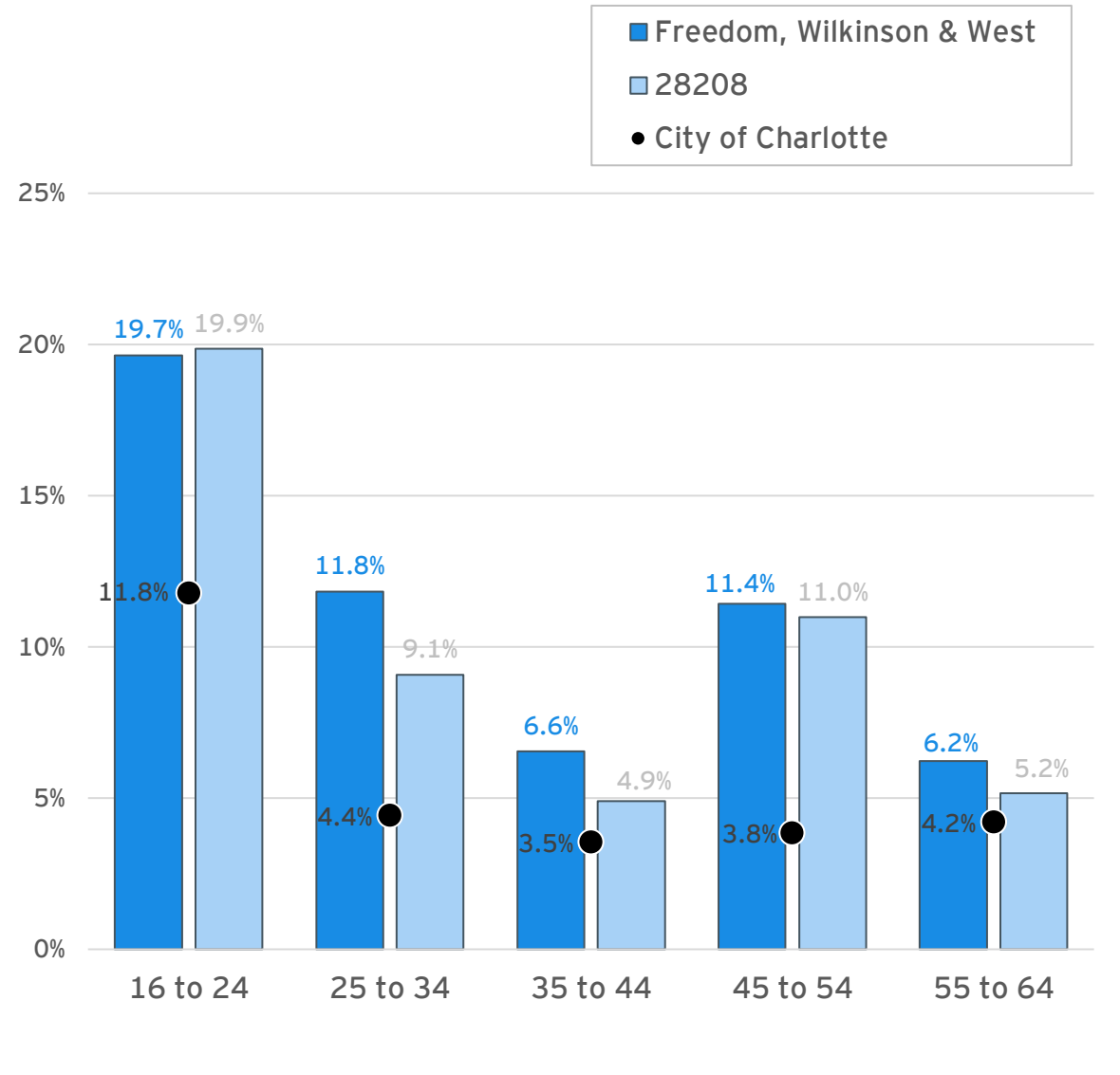


# Freedom, Wilkinson & West Corridors - Unemployment by Age



- Both the 28208 zip code and the Freedom, Wilkinson & West Corridors residents between the ages of 16 and 24 are at higher risk of unemployment relative to their older counterparts.
- In 2019, nearly one in five zip code and corridor residents between the ages of 16 and 24 was unemployed.
- At all age cohorts, unemployment rates in the Freedom, Wilkinson & West Corridors and broader zip code exceed the citywide average.

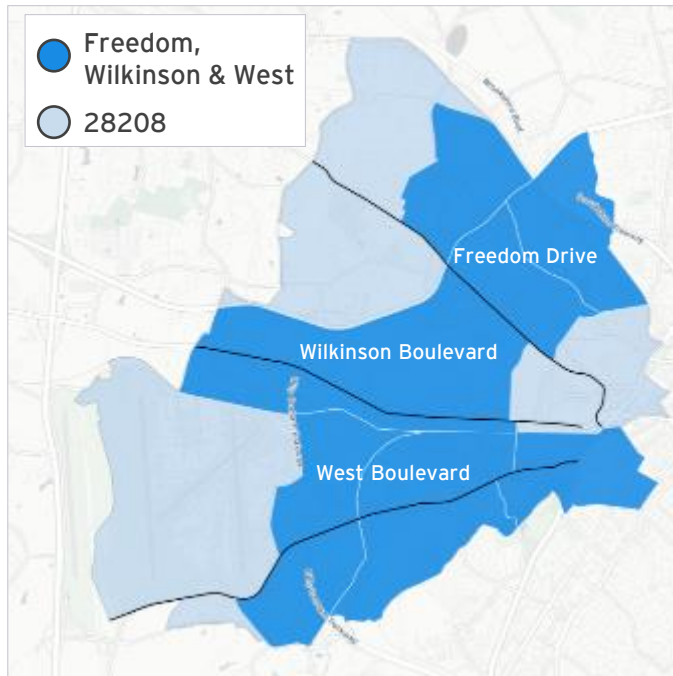
Unemployment rate, 2019



Sources: US Census Bureau

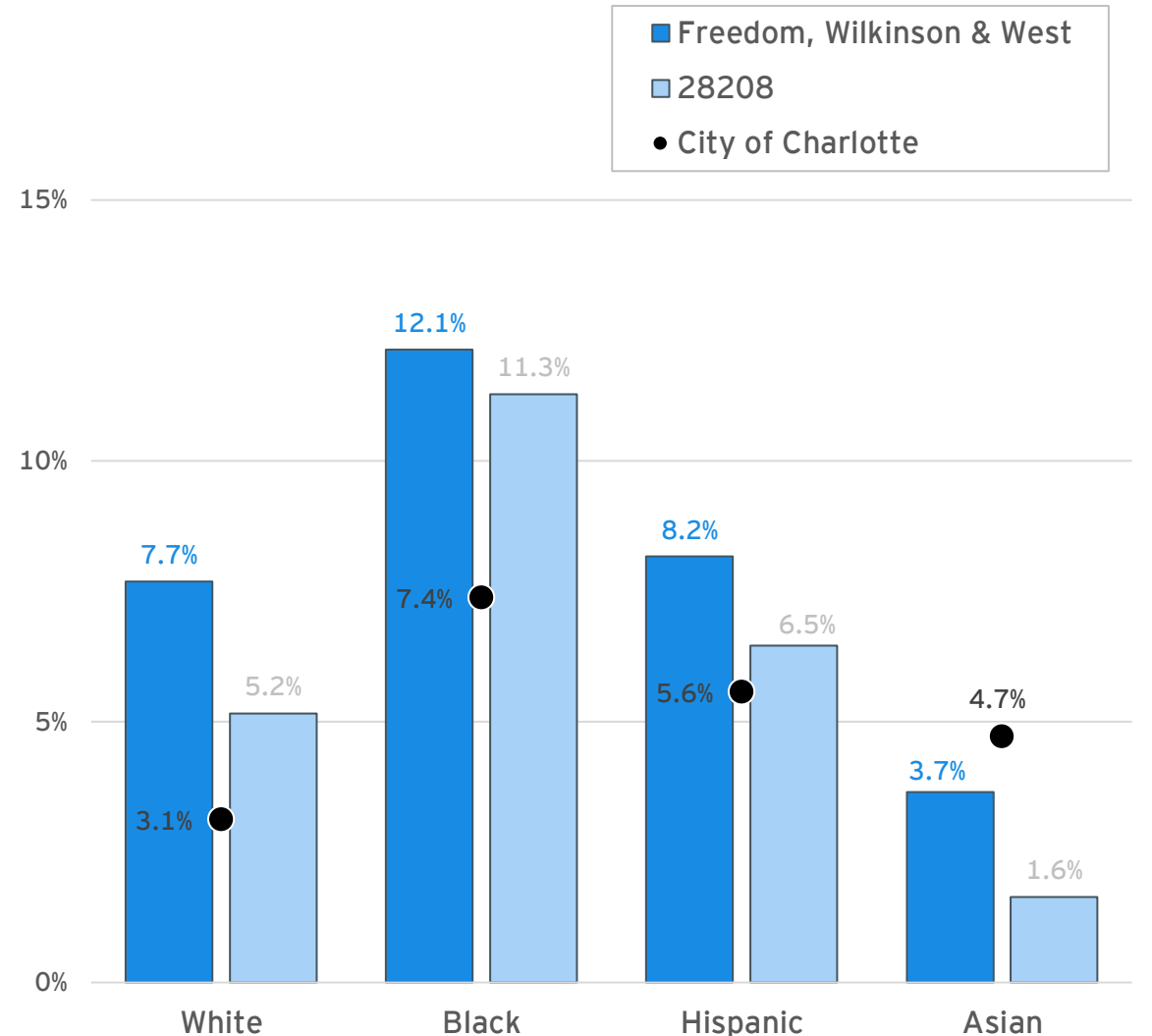


# Freedom, Wilkinson & West Corridors - Unemployment by Race



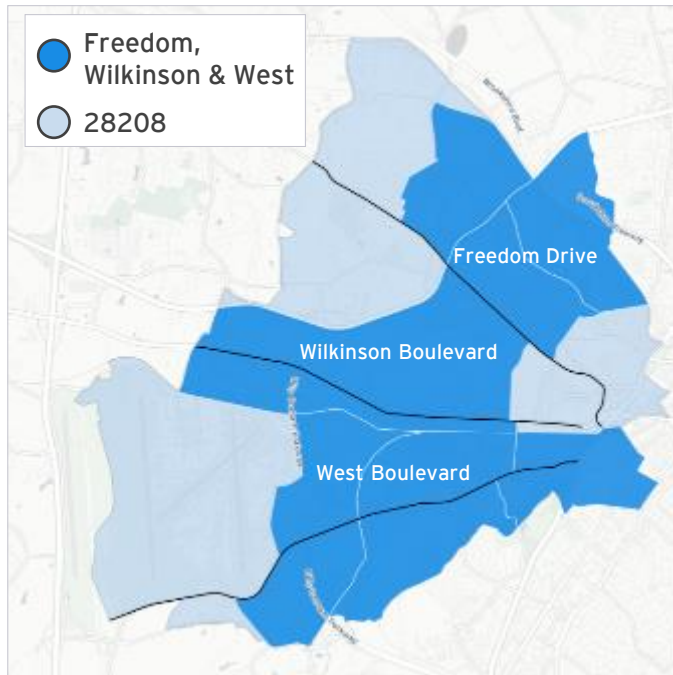
- Black residents in the Freedom, Wilkinson & West Corridors are more likely to be unemployed compared to all other minority racial and ethnic groups.
- Within the Freedom, Wilkinson & West Corridors and the 28208 zip code, Asian residents are the most likely to be employed.
- Unemployment rates in the Freedom, Wilkinson & West Corridors exceeded the citywide average for all racial and ethnic groups except for the Asian population.

Unemployment rate, 2019



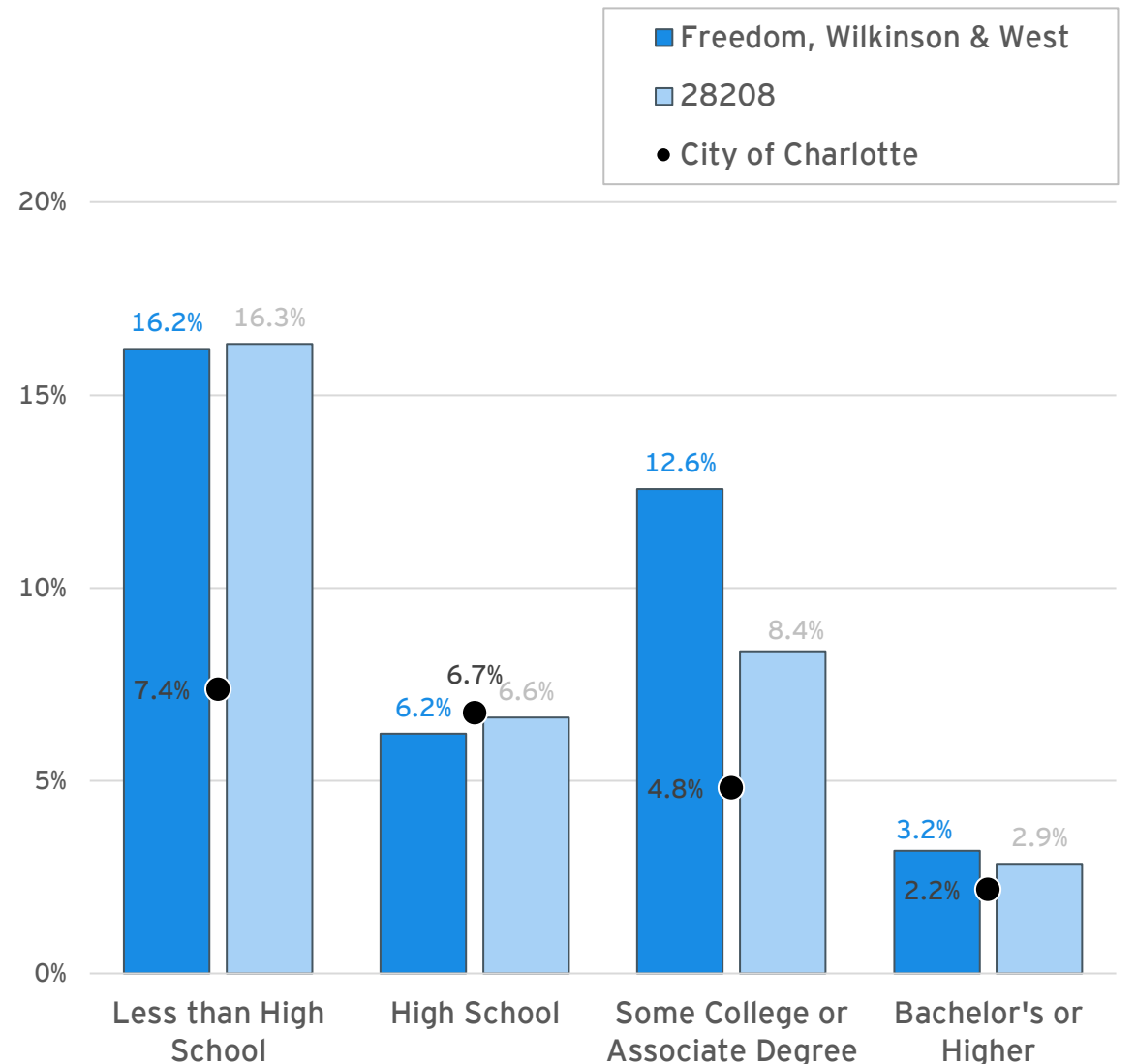
Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Unemployment by Edu.



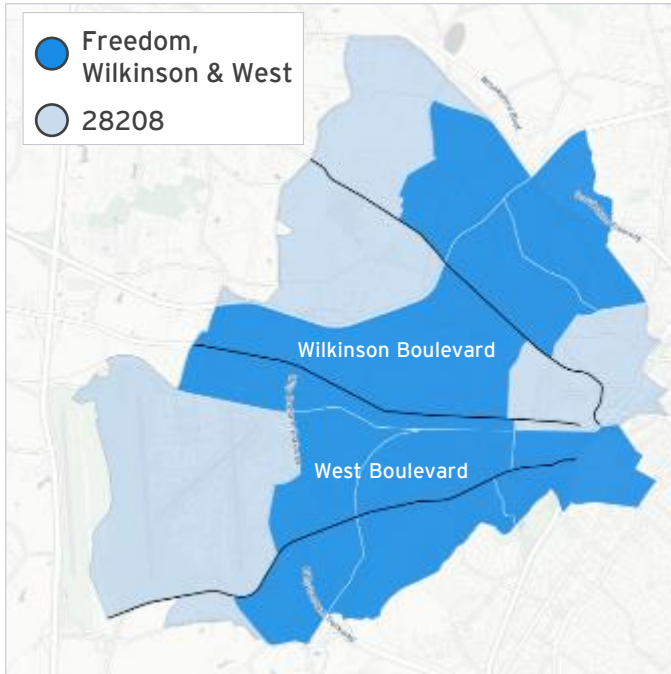
- There were differences in the unemployment rates of Freedom, Wilkinson & West Corridor residents depending on their level of educational attainment.
- In 2019, Freedom, Wilkinson & West Corridor and 28202 zip code residents with less than a high school education had unemployment rates of over 16%, which is more than double the citywide average.
- For corridor residents with a bachelor's degree or higher level of educational attainment, the figure was over 3%.

Unemployment rate, 2019



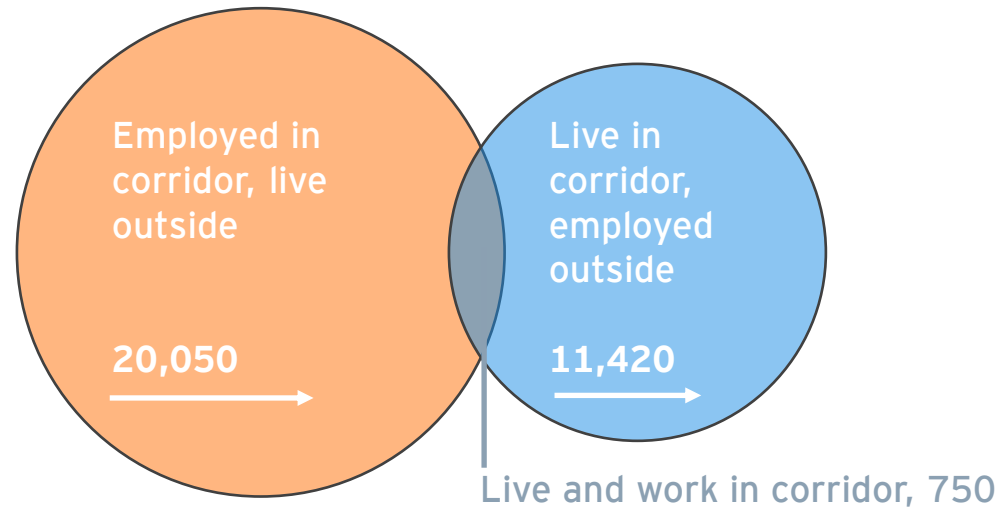
Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Labor Flows

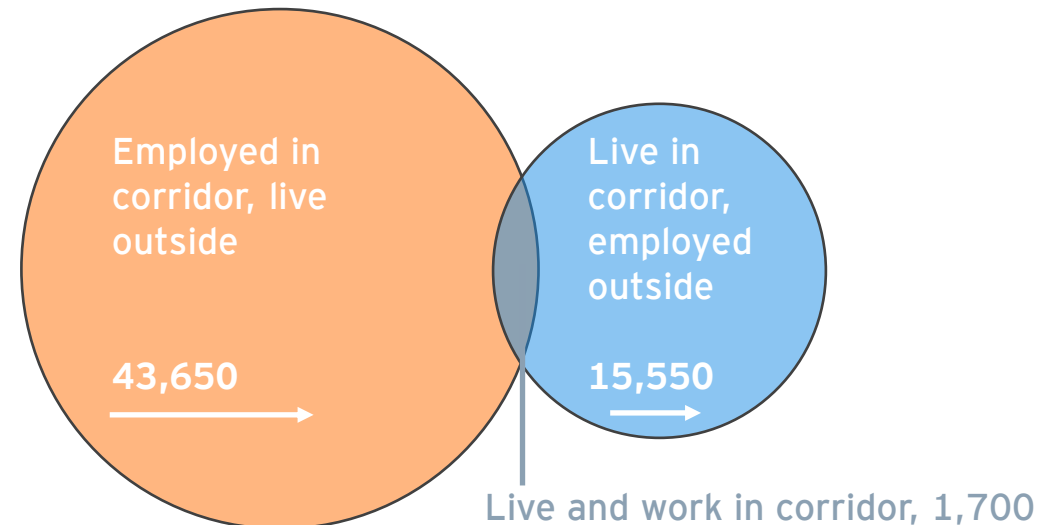


- Employment in both the Freedom, Wilkinson & West Corridor and the broader 28208 zip code exceeds the number of employed residents in these communities.
- Relatively few individuals live and work in either the Freedom, Wilkinson & West Corridor or the broader zip code area.
- Most corridor and zip code residents work outside of their home community.

Corridor inflow/outflow, 2019

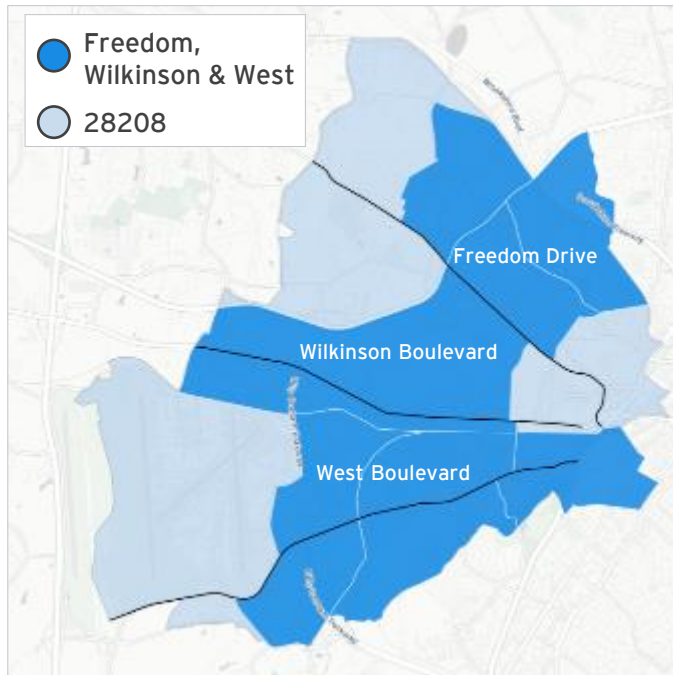


28208 zip code inflow/outflow, 2019

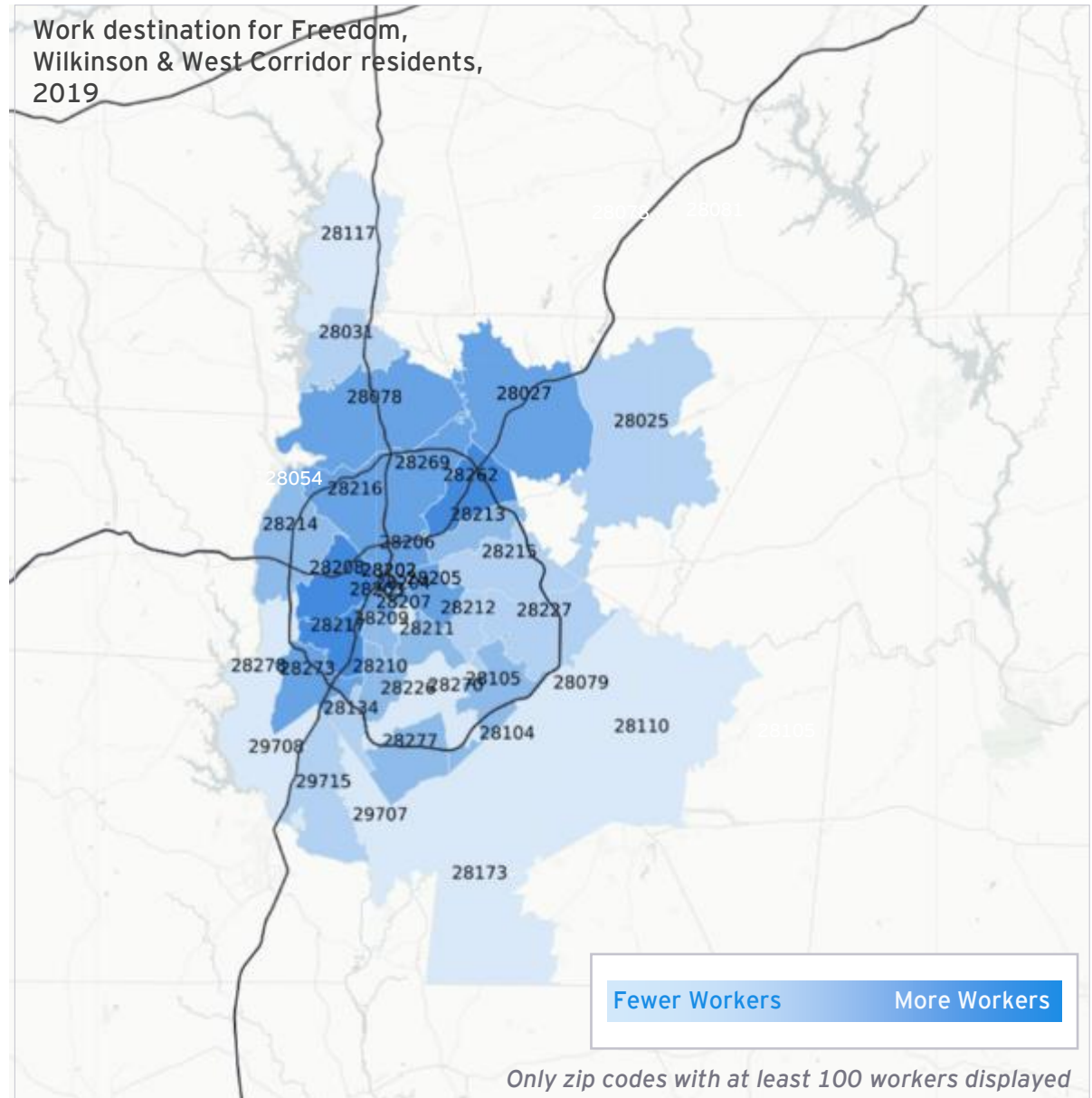


Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Labor Flows

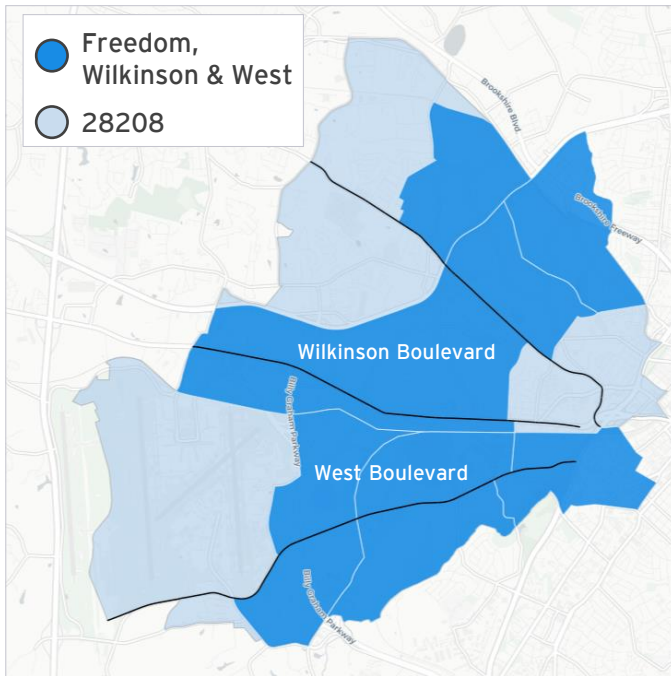


- Nearly 10% of Freedom, Wilkinson & West Corridor residents work within the 28208 zip code.
- An additional 21% of corridor residents work in three adjacent zip codes, including at or near the airport (28217 and 28273) as well as Uptown Charlotte (28202).
- Most other corridor residents are employed at locations adjacent to the urban core and/or I-485.



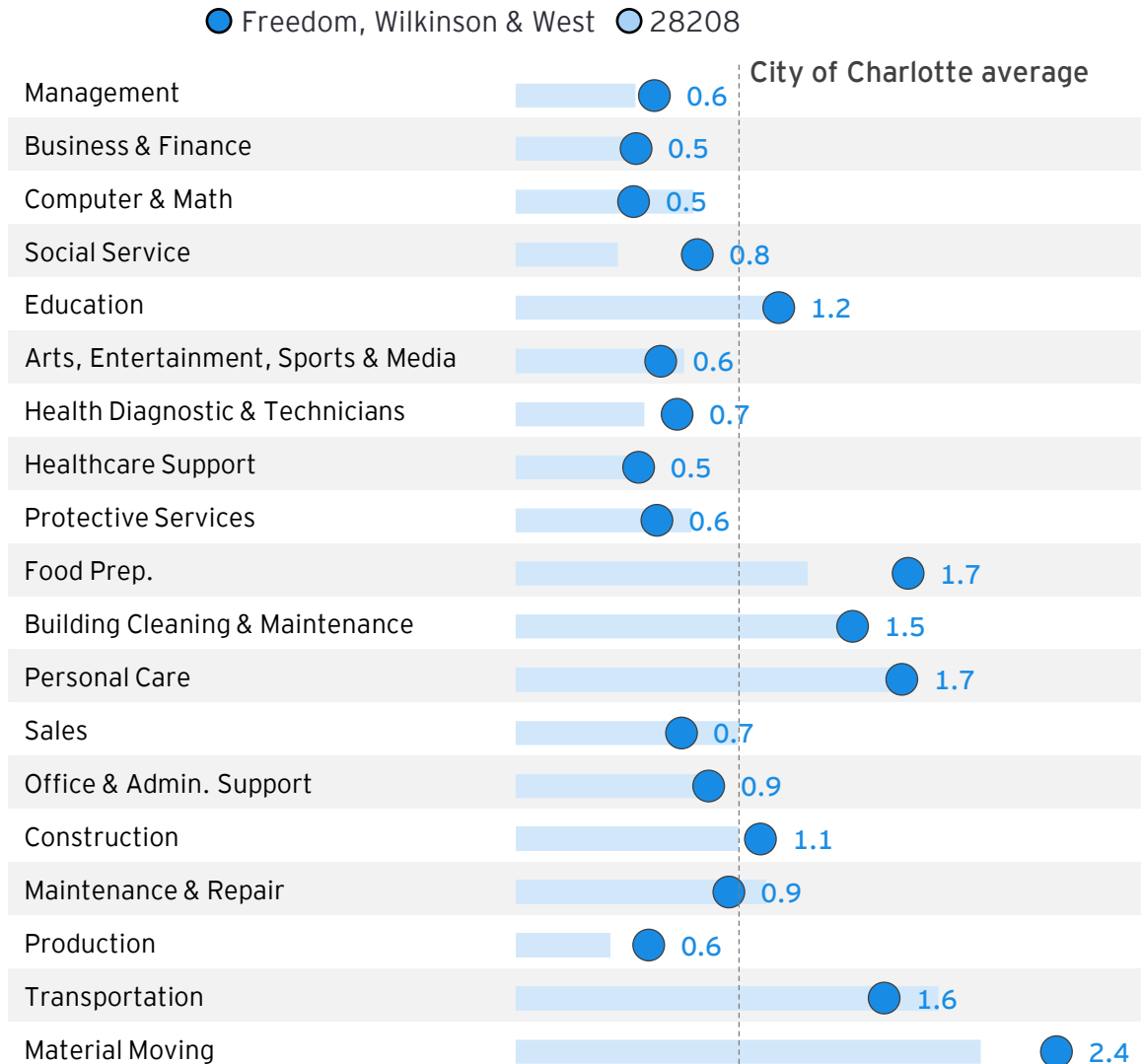
Sources: US Census Bureau

# Freedom, Wilkinson & West Corridors - Occupational Composition



- Relative to the Charlotte average, corridor residents are more than twice as likely to be employed in Material Moving occupations.
- Corridor residents are also more likely to be employed in Food Preparation, Personal Care, Transportation, and Building Cleaning & Maintenance.
- Corridor residents are less likely to be employed in Business & Finance, Computer & Math, Management, and Production occupations.

Percentage of resident employment relative to City of Charlotte average, 2019  
 (1 indicates proportion of local employment identical to citywide average)

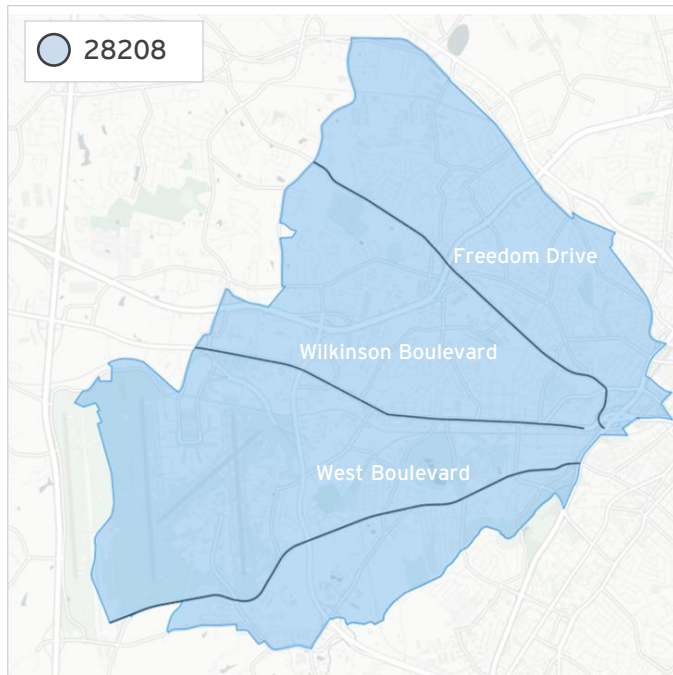


Only occupations with 250 resident workers are displayed

Sources: US Census Bureau

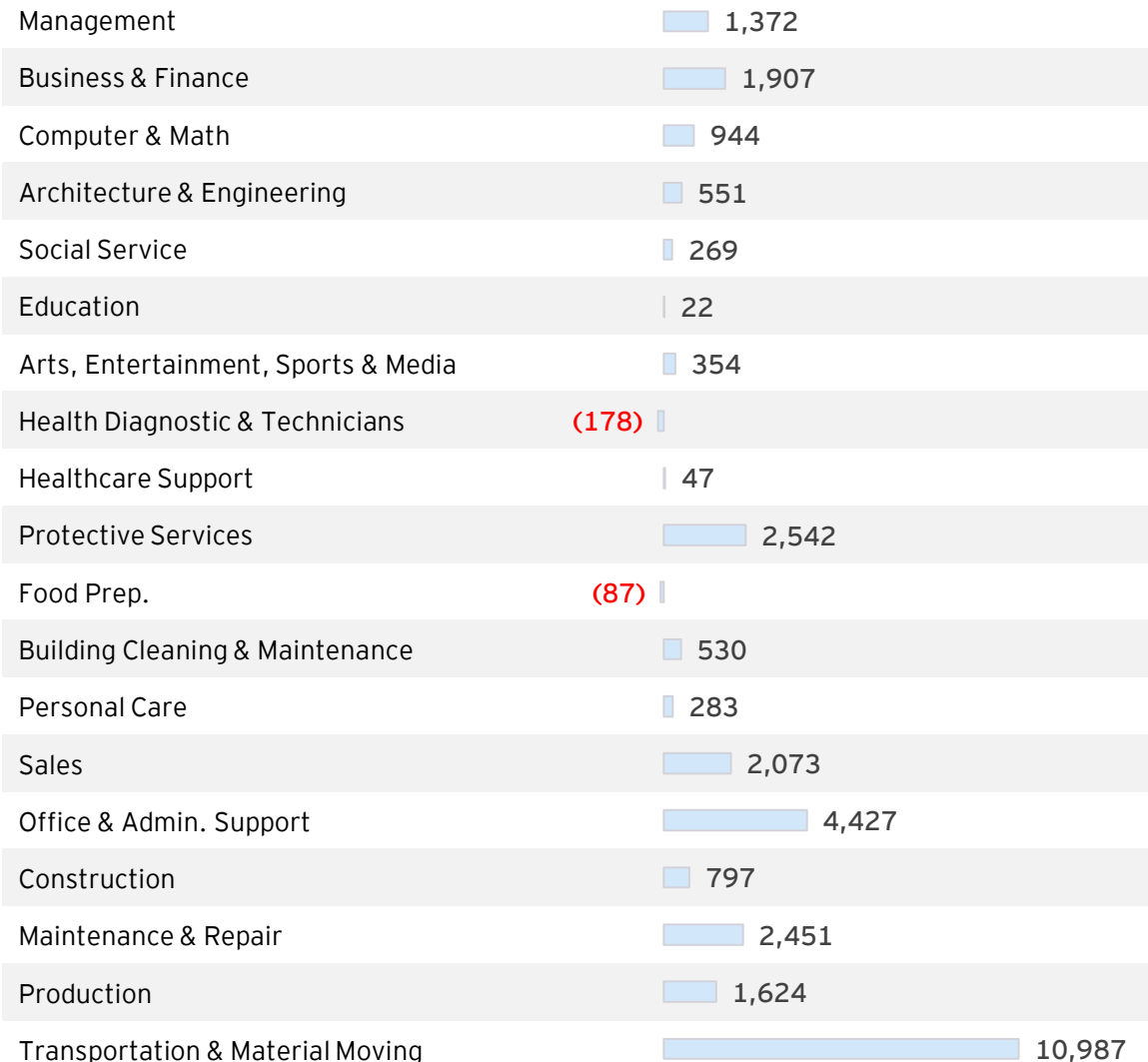


# Freedom, Wilkinson & West Corridors - Residents versus Jobs



- The 28208 zip code is home to nearly 11,000 more jobs than employed residents. As a result, employment figures for virtually every occupation within the 28208 zip code exceed the number of residents employed in these occupations.
- There are nearly 11,000 more Transportation & Material Moving jobs in the zip code than aligned workers living in the zip code. Other significant gaps include Office & Administrative Support (4,400 plus), Protective Services (2,540), and Maintenance & Repair (2,450).

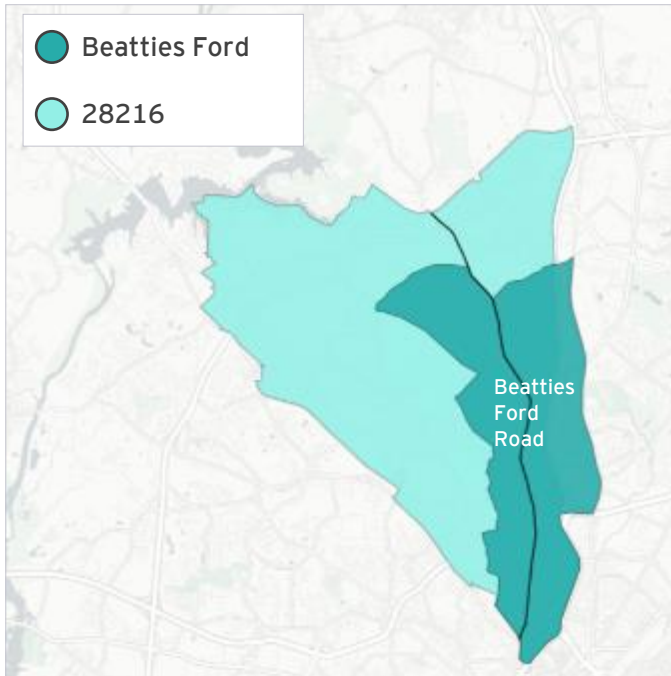
## Surplus in jobs in zip code versus resident workers, 2019



Only occupations with 150 resident workers are displayed

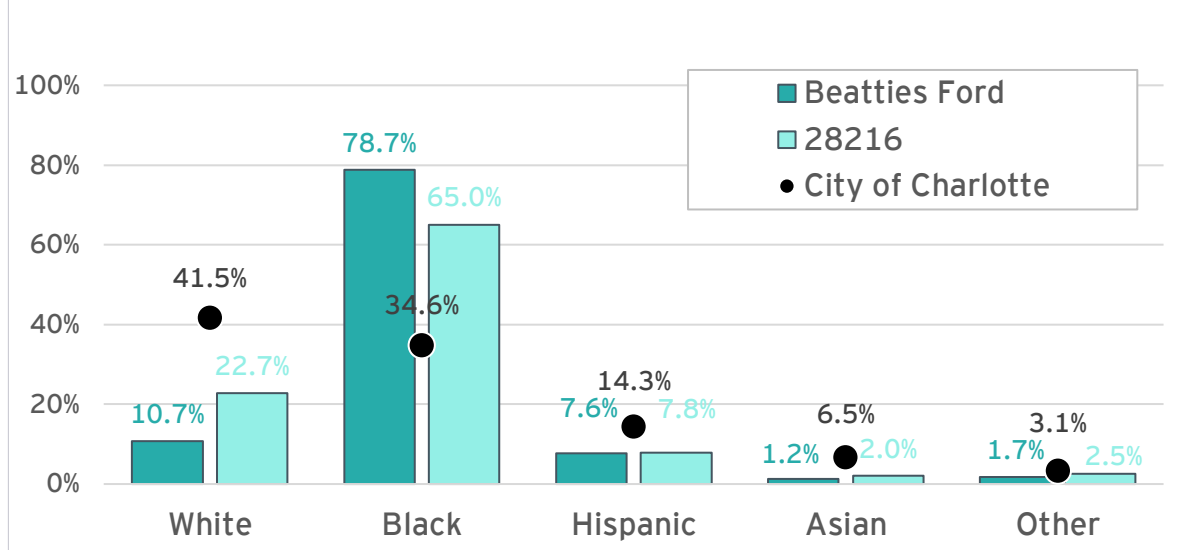
Sources: EMSI

# Beatties Ford Corridor - Demographics

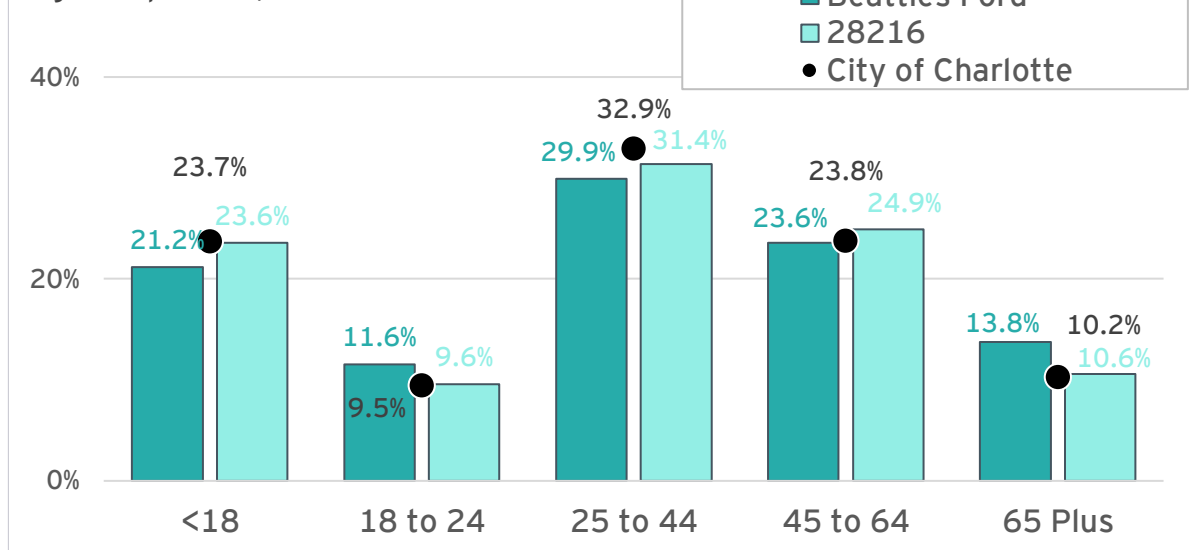


- Communities of color represent nearly 90% of all residents in the Beatties Ford Corridor. Citywide, racial and ethnic minorities comprise less than 60% of Charlotte's population.
- The Beatties Ford Corridor is home to a higher proportion of residents 65 years of age and older relative to the citywide average. The proportion of residents in all other age cohorts is comparable to the Charlotte average.

Racial and ethnic composition, 2019



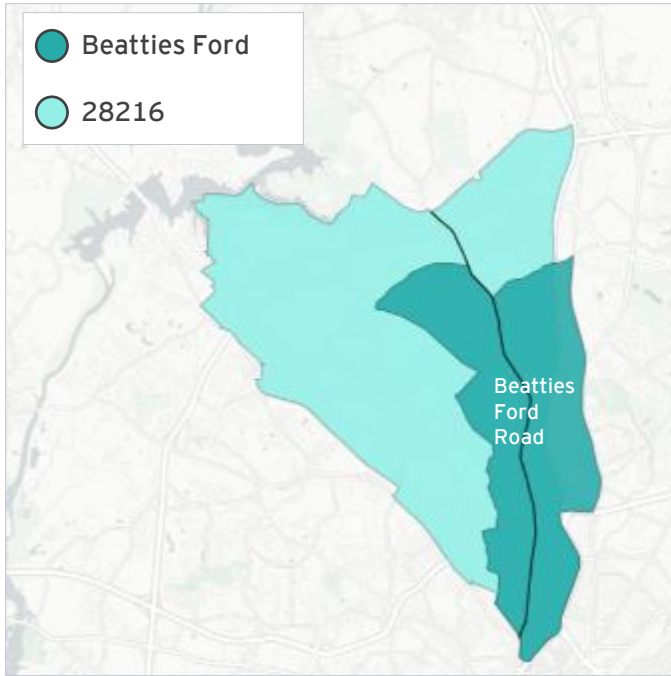
Age composition, 2019



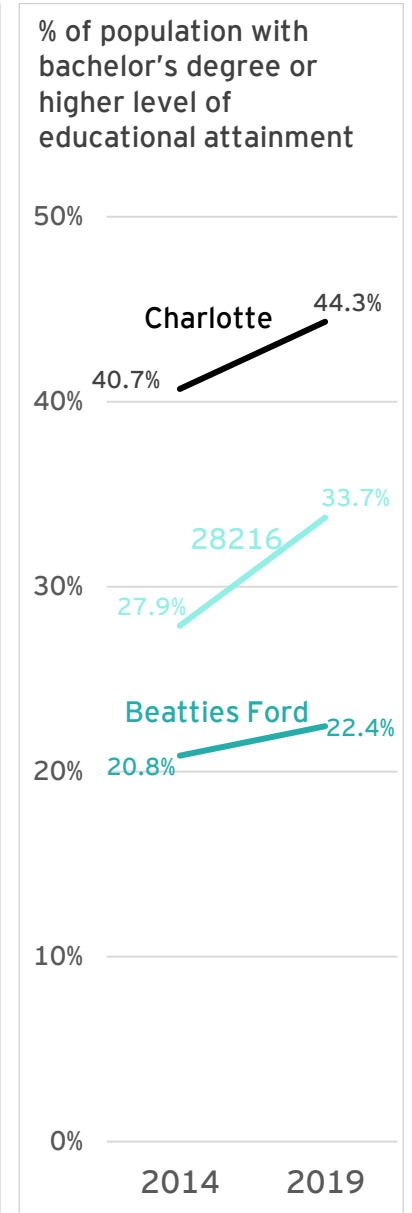
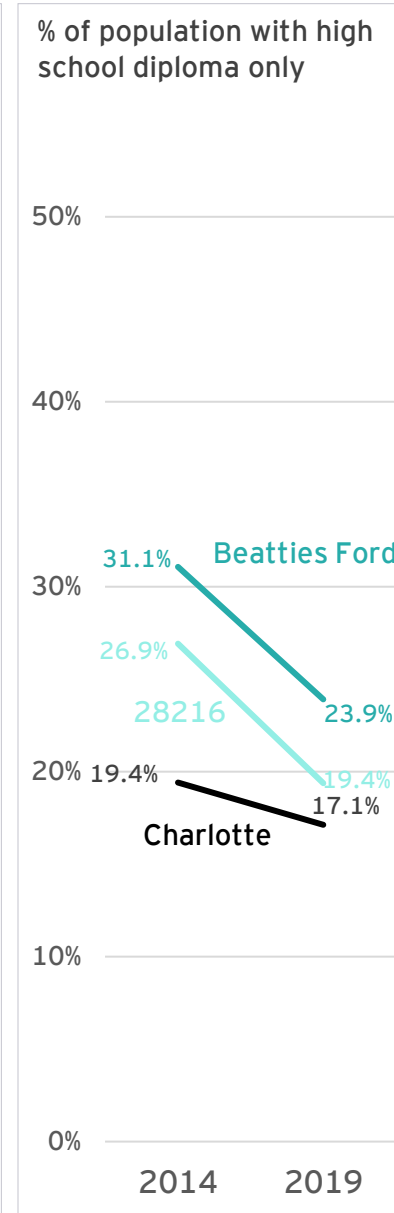
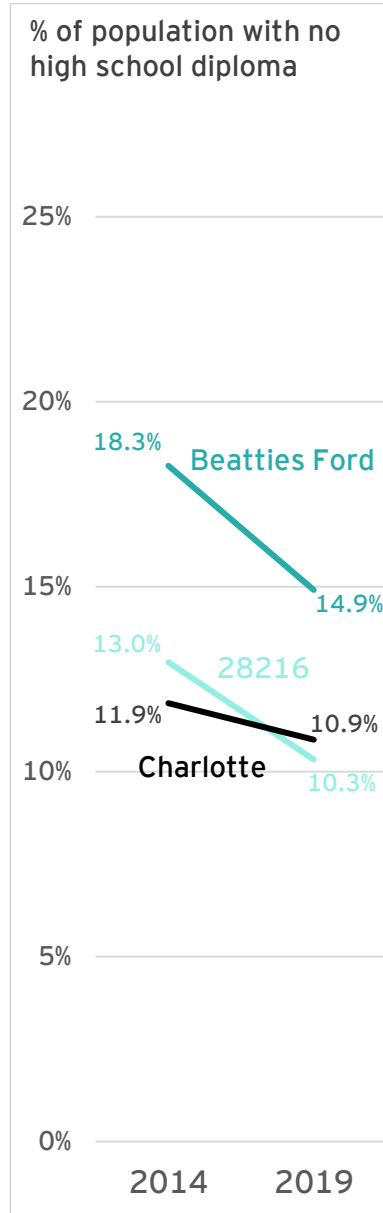
Sources: US Census Bureau



# Beatties Ford Corridor - Educational Attainment

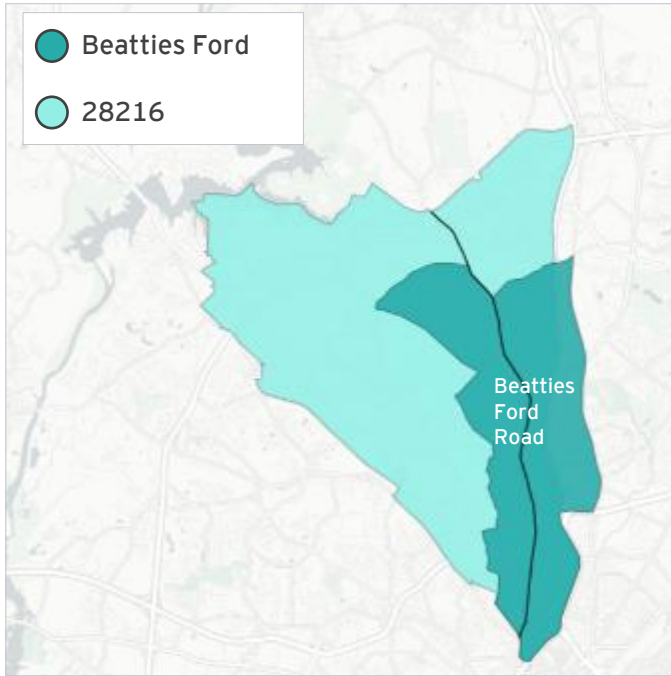


- While educational attainment levels improved between 2014 and 2019 in the Beatties Ford Corridor, they continue to trail citywide averages.
- Beatties Ford Corridor residents are less likely to possess a high school diploma or college degree relative to the Charlotte and zip code averages.
- The 28216 zip code exceeded citywide averages in 2019 for educational attainment levels of less than a high school diploma.

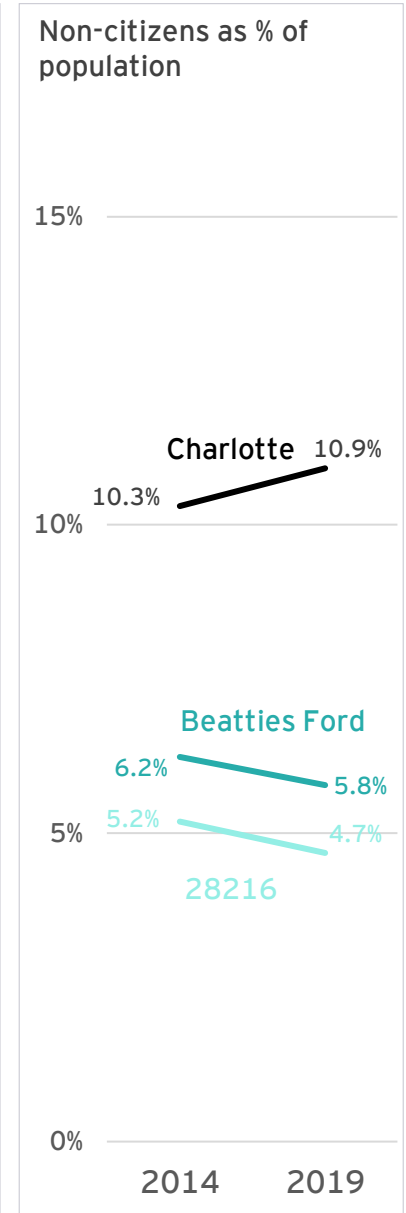
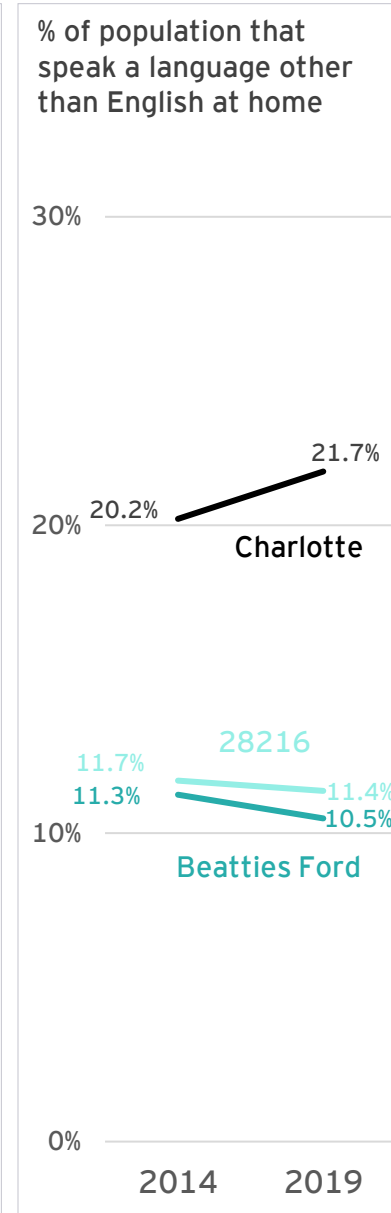
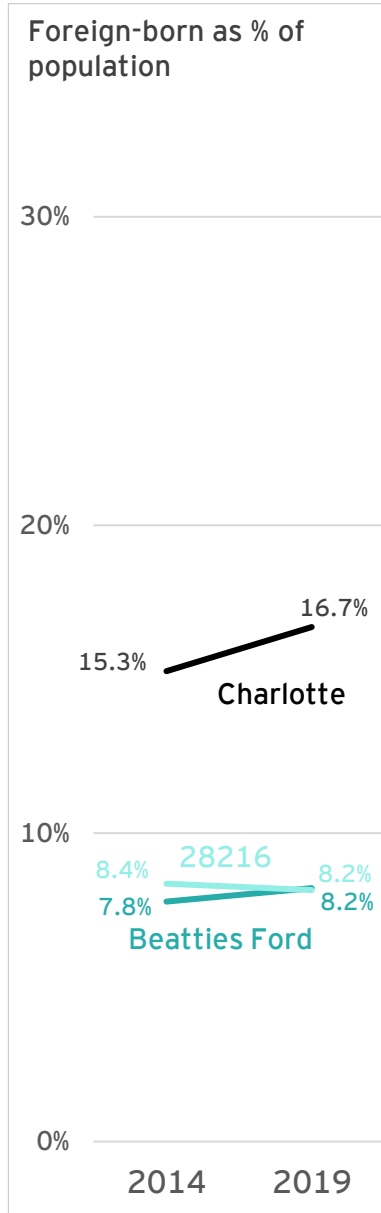


Sources: US Census Bureau

# Beatties Ford Corridor - Potential Barriers

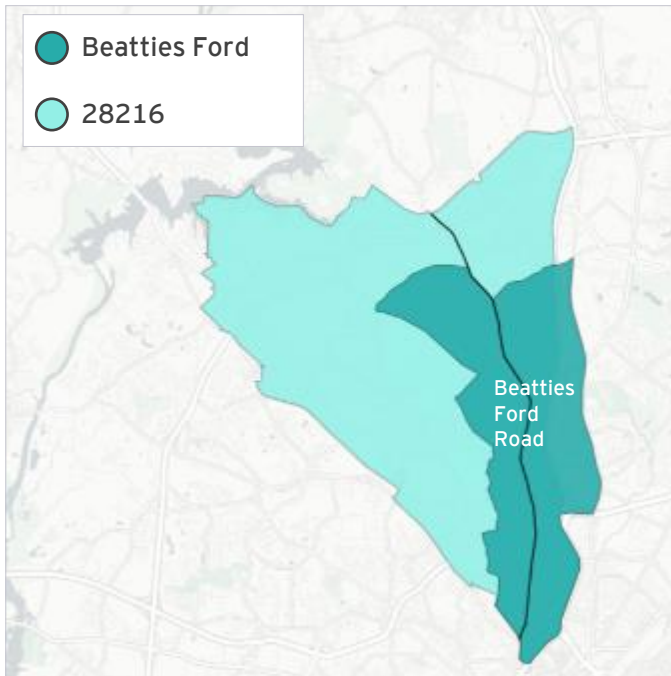


- Compared to the city as whole, both the 28216 zip code and the Beatties Ford Corridor are home to relatively few foreign-born residents and non-citizens.
- Both the corridor and zip also have fewer residents that speak a language other than English at home.
- Compared to the city as whole, both the 28216 zip code and the Beatties Ford Corridor have fewer non-citizens as a percentage of population and have both experienced a steady decline since 2014.

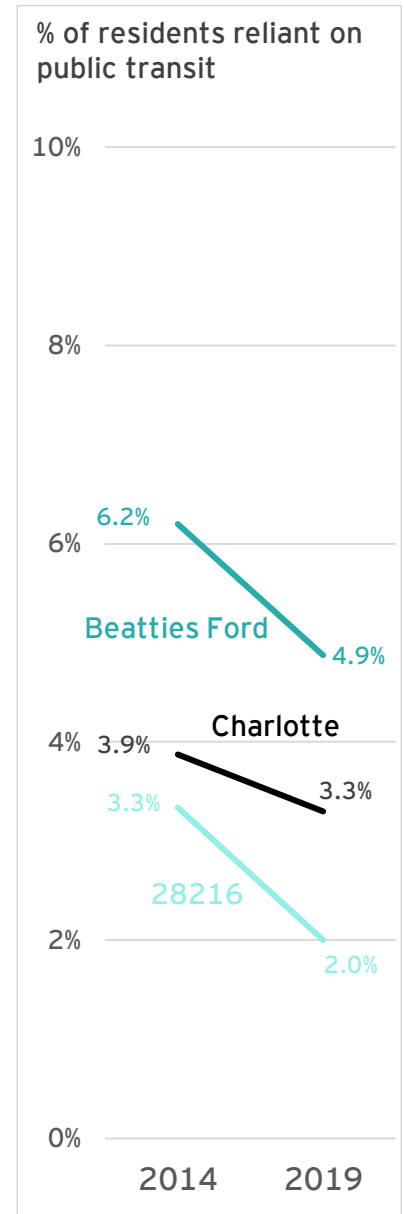
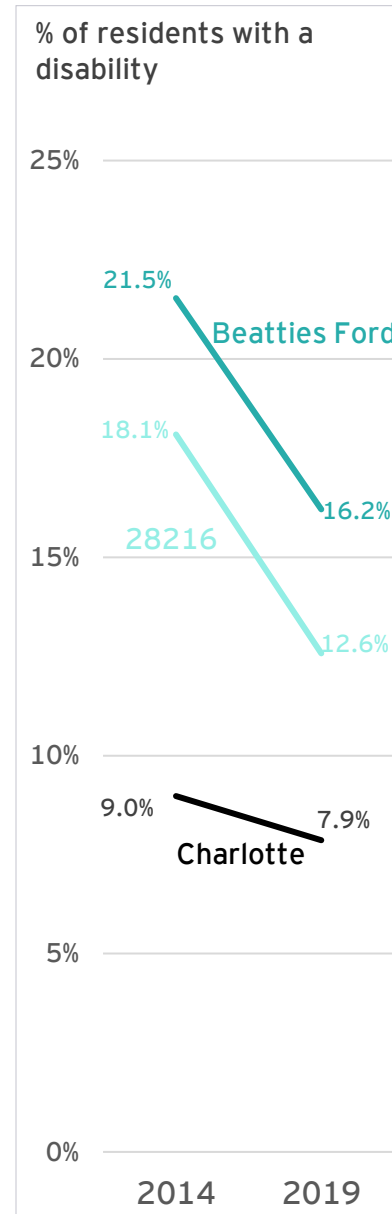
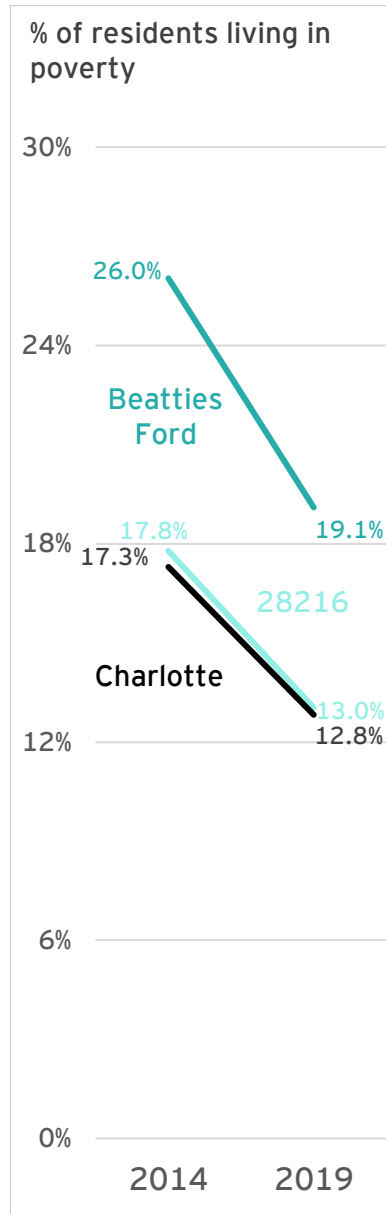


Sources: US Census Bureau

# Beatties Ford Corridor - Potential Barriers, cont.

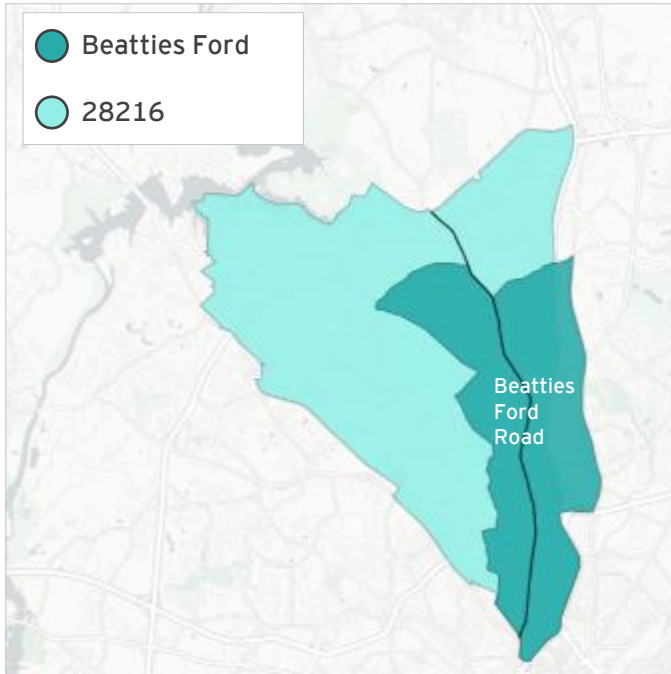


- Although poverty rates in the Beatties Ford Corridor declined between 2014 and 2019, they remain higher relative to both the citywide and the greater 28216 zip code averages.
- Both the Beatties Ford Corridor and the 28216 zip code are also home to a greater proportion of residents with one or more disabilities.
- Corridor residents are more likely to rely on public transit compared to residents in both Charlotte and the greater 28216 zip code.



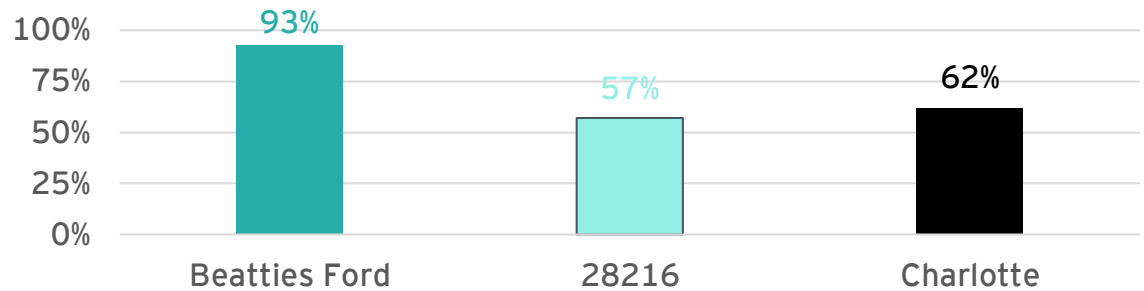
Sources: US Census Bureau

# Beatties Ford Corridor - Potential Barriers, cont.

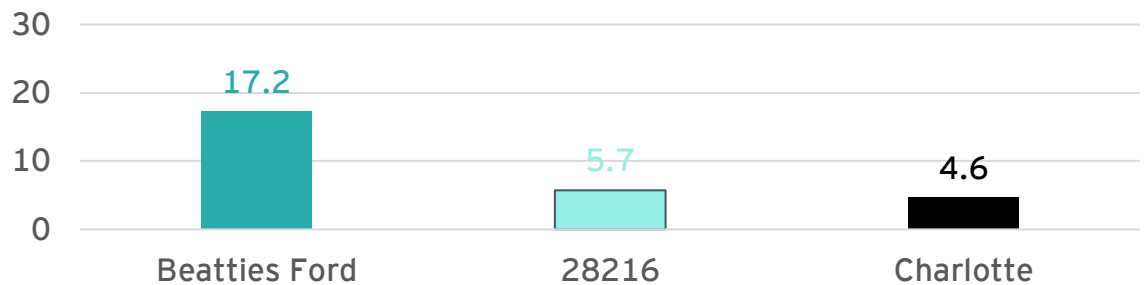


- Compared to both the 28216 zip code and the citywide averages, most Beatties Ford Corridor residents live in relative proximity to a licensed childcare provider.
- The violent crime rate in the Beatties Ford Corridor is higher than both the 28216 zip code and citywide averages.
- Over 17% of corridor residents between the ages of 16 and 19 are neither employed nor enrolled in school. This figure is nearly three times that of citywide averages.

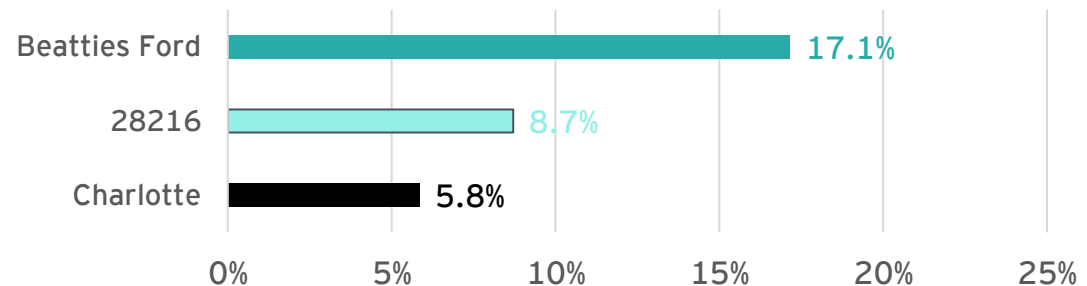
Percentage of housing units within ½ mile of a licensed early care provider, 2017



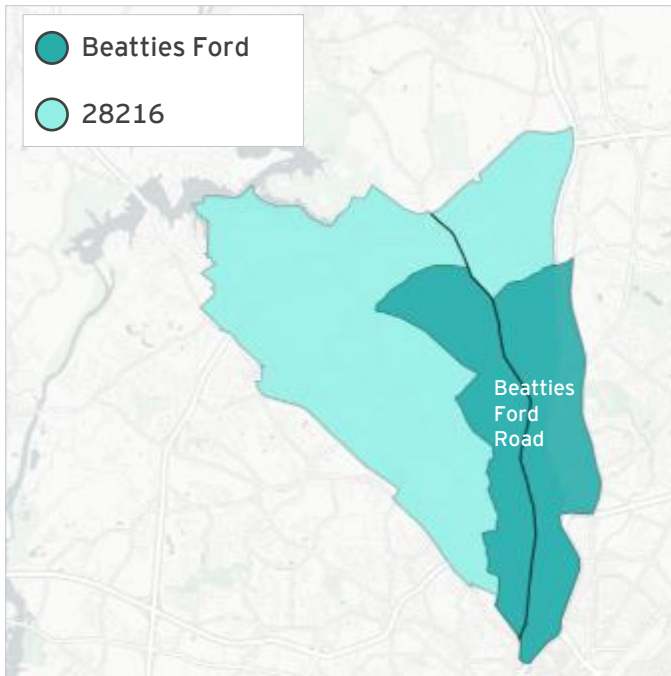
Violent crime rate per 1,000 residents, 2018



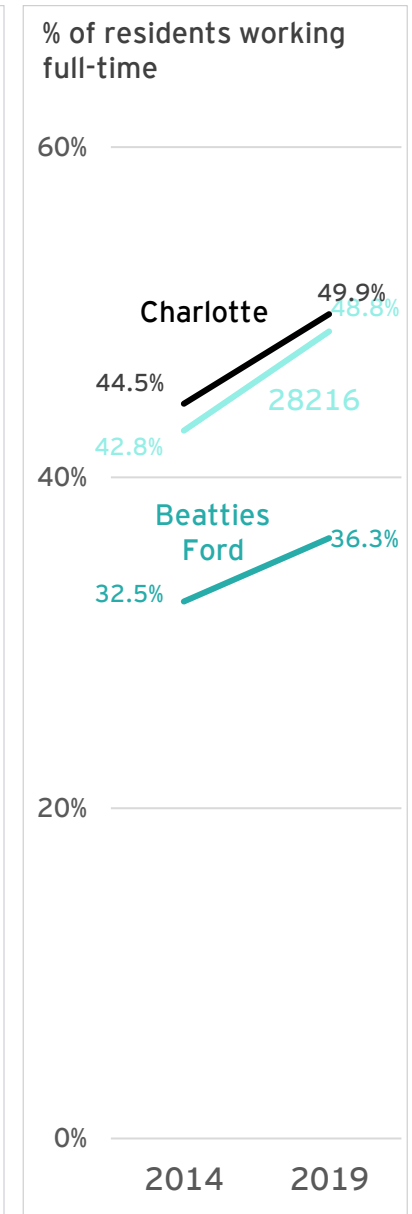
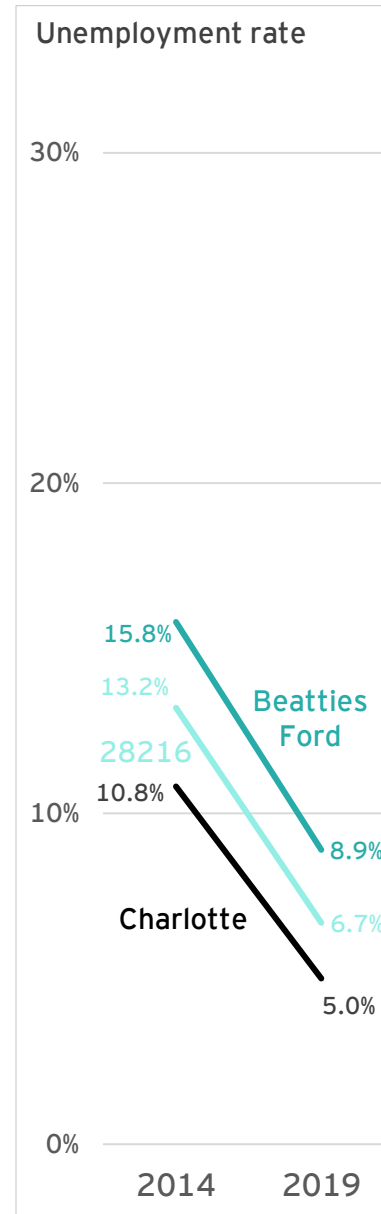
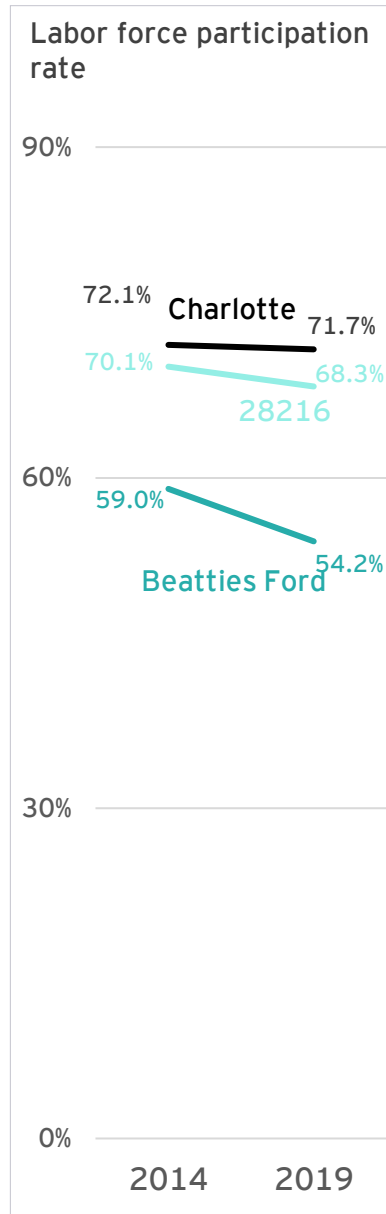
Disconnected youth (individuals 16 to 19 not enrolled in school, employed or in the labor force), 2019



# Beatties Ford Corridor - Labor Characteristics

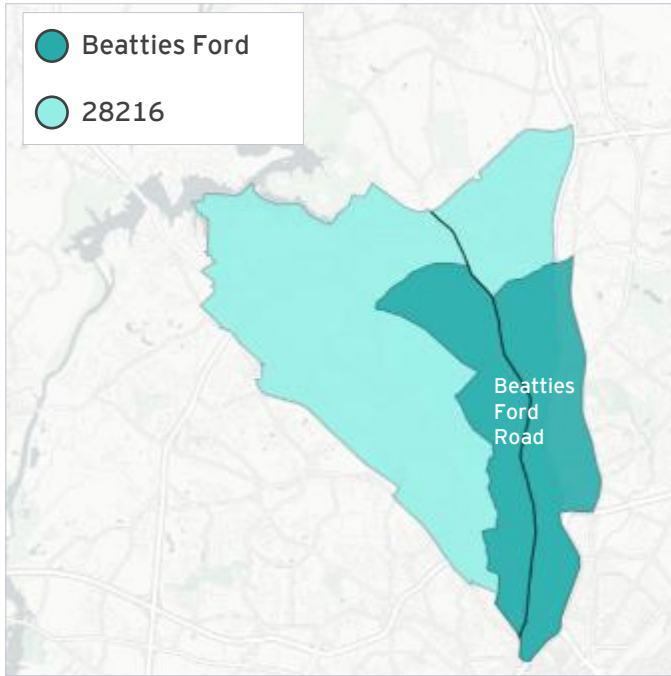


- Labor participation rates are lower among corridor residents compared to the zip code and citywide averages.
- The unemployment rate among residents in all examined areas declined between 2014 and 2019. Despite the decline in the Beatties Ford corridor, the unemployment rate remained higher than both the zip code area and citywide averages.
- While the percentage of residents working full-time rose in the corridor between 2014 and 2019, the share of working residents in the corridor remained below Charlotte's.



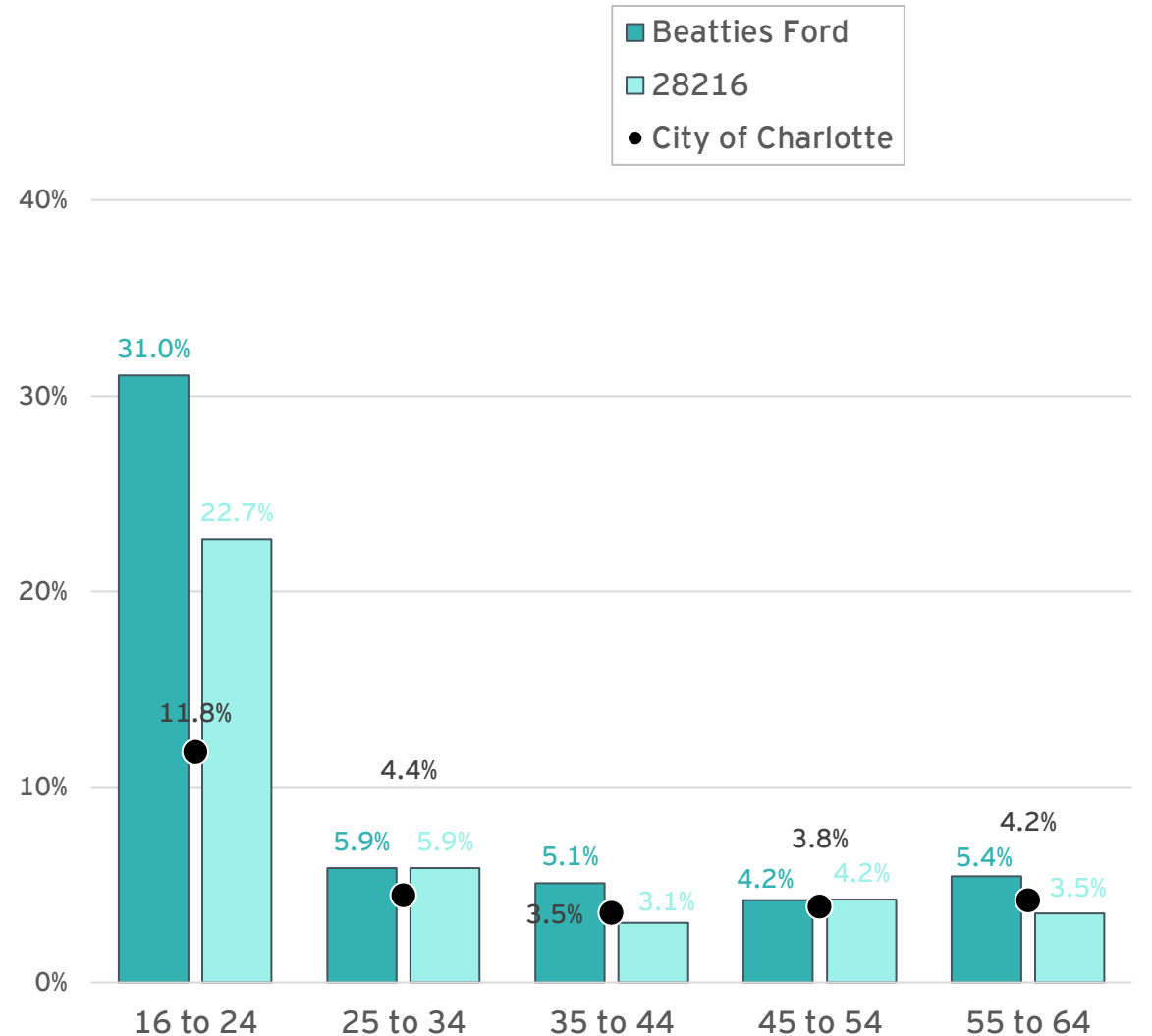
Source: US Census Bureau, Charlotte/Mecklenburg Quality of Life Explorer

# Beatties Ford Corridor - Unemployment by Age



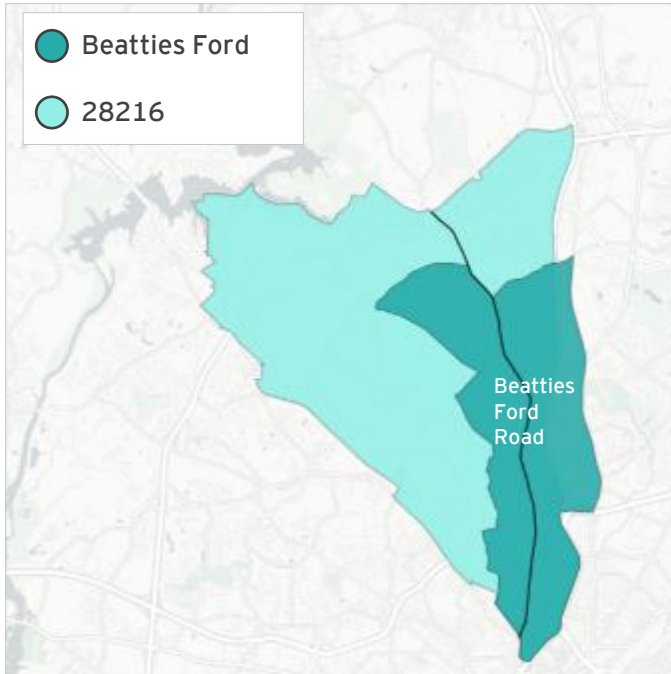
- Beatties Ford Corridor and 28216 zip code residents between the ages of 16 and 24 are at higher risk of unemployment relative to their older counterparts.
- In 2019, nearly one in three Beatties Ford Corridor residents between the ages of 16 and 24 was unemployed.
- Unemployment rates in the Beatties Ford Corridor exceed the citywide average across all age cohorts.

Unemployment rate, 2019



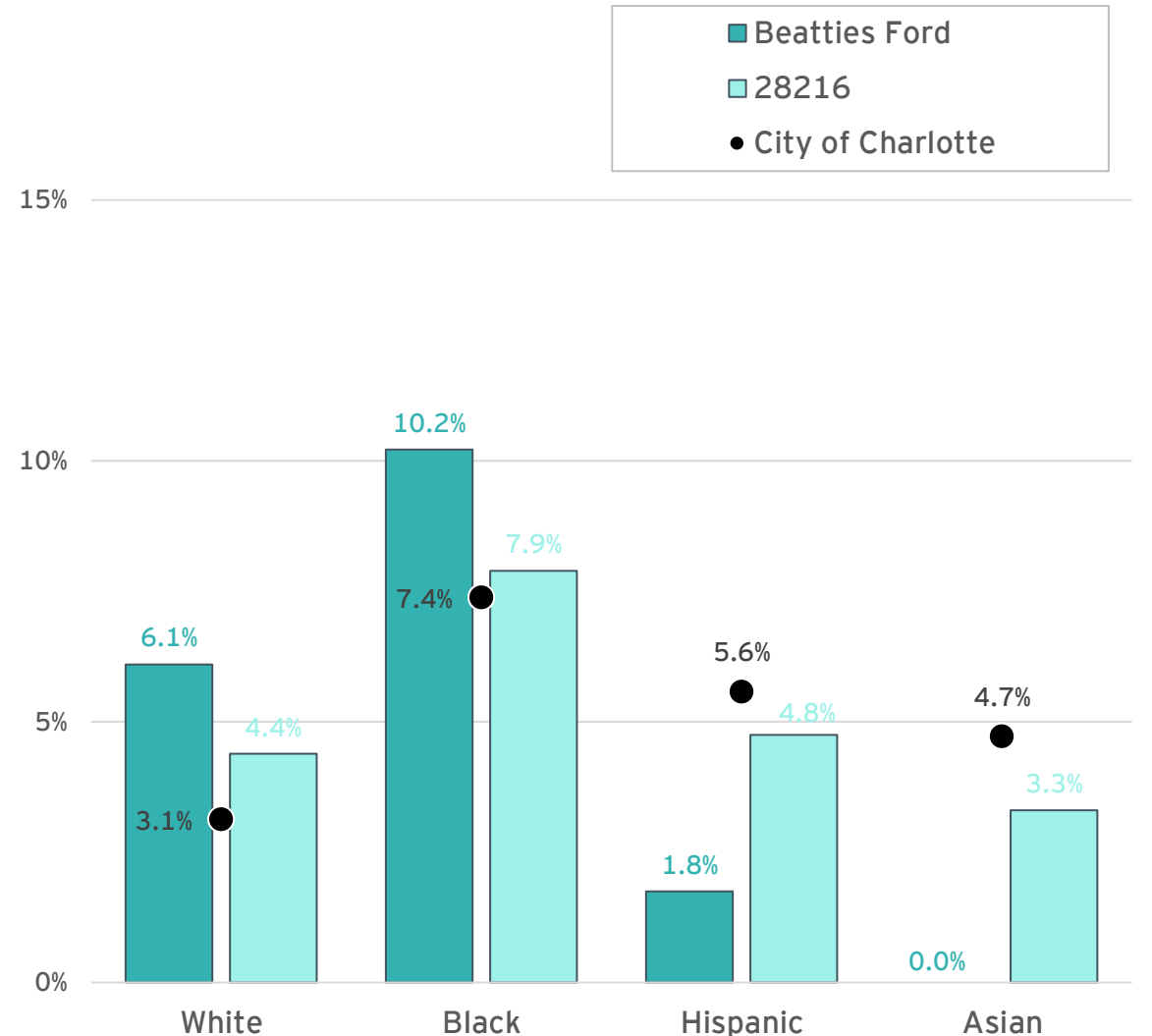
Sources: US Census Bureau

# Beatties Ford Corridor - Unemployment by Race



- Black residents in the Beatties Ford Corridor are more than one and a half times more likely to be unemployed compared to White residents.
- Within the Beatties Ford Corridor, Asian residents are the most likely to be employed, followed by Hispanic residents.
- Unemployment rates in the Beatties Ford Corridor exceed the Charlotte average for White and Black residents and are less than the Charlotte average for Hispanic and Asian residents.

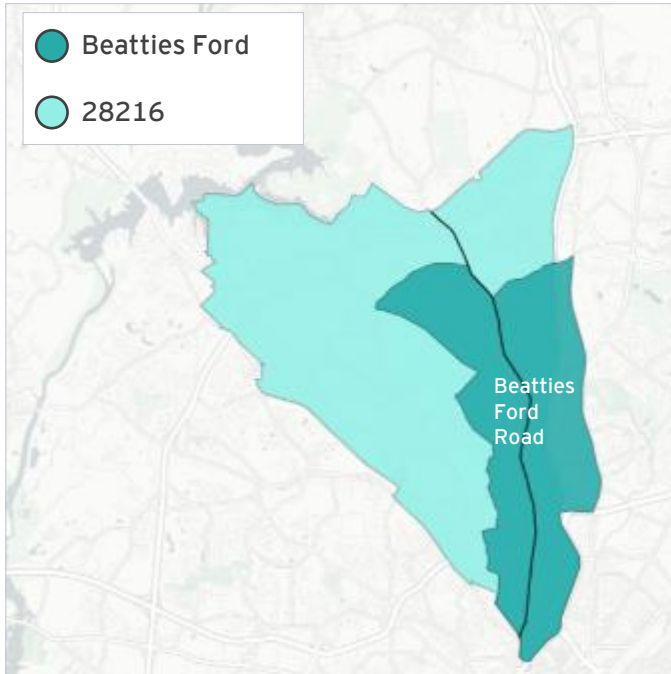
Unemployment rate, 2019



Sources: US Census Bureau

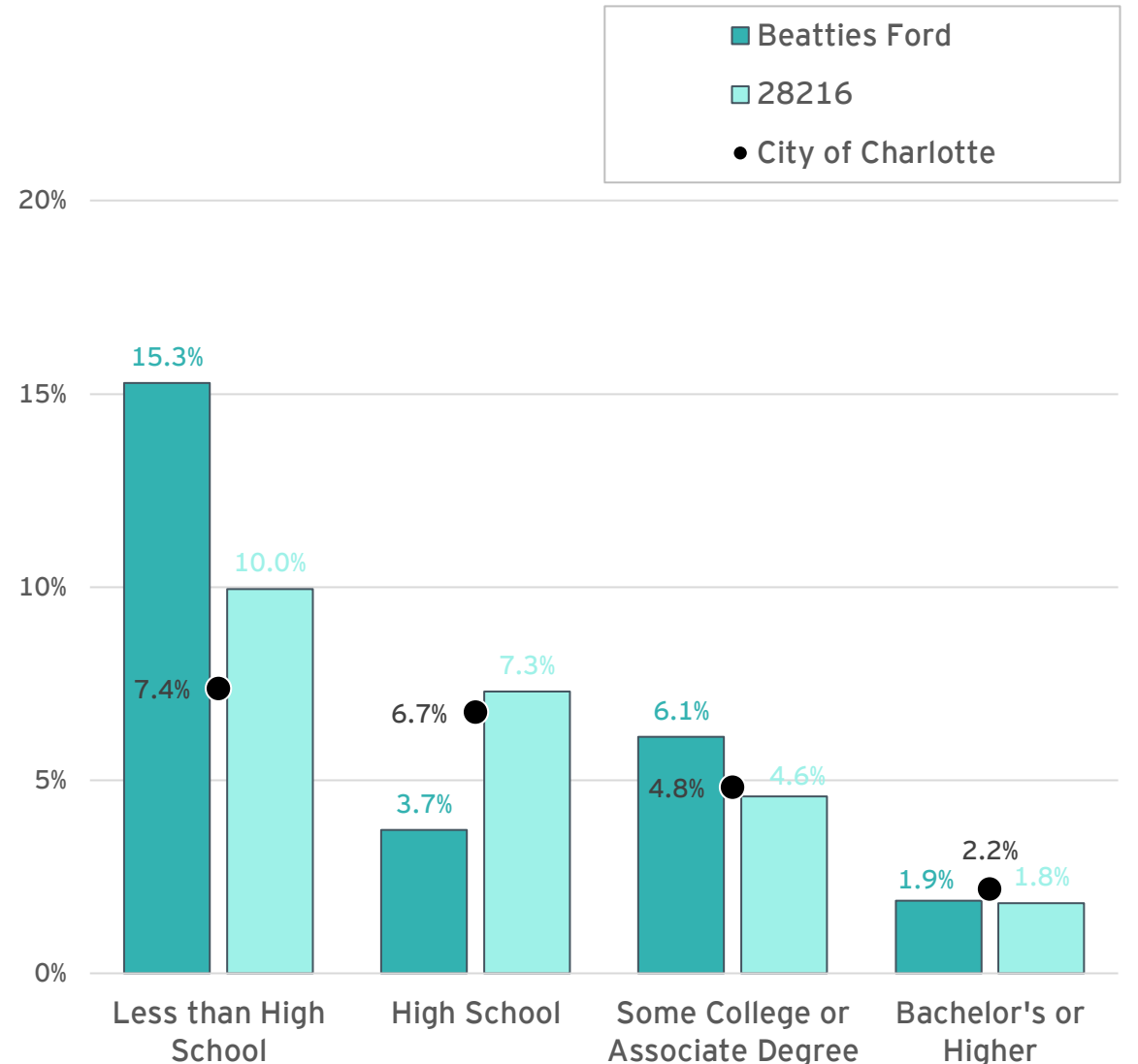


# Beatties Ford Corridor - Unemployment by Edu. Attainment



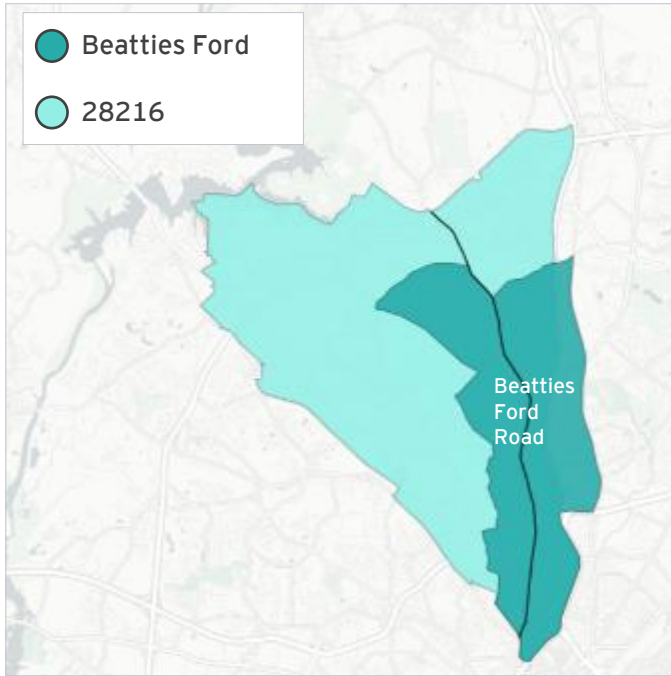
- In general, higher levels of educational attainment among residents in the greater 28216 zip code are associated with lower levels of unemployment.
- In 2019, over 15% of Beatties Ford Corridor residents with less than a high school education were unemployed. For corridor residents with a bachelor's degree or higher level of educational attainment, the figure was an eight that at just 1.9%.
- Corridor residents with a high school diploma experienced lower rates of unemployment than citywide averages.

Unemployment rate, 2019



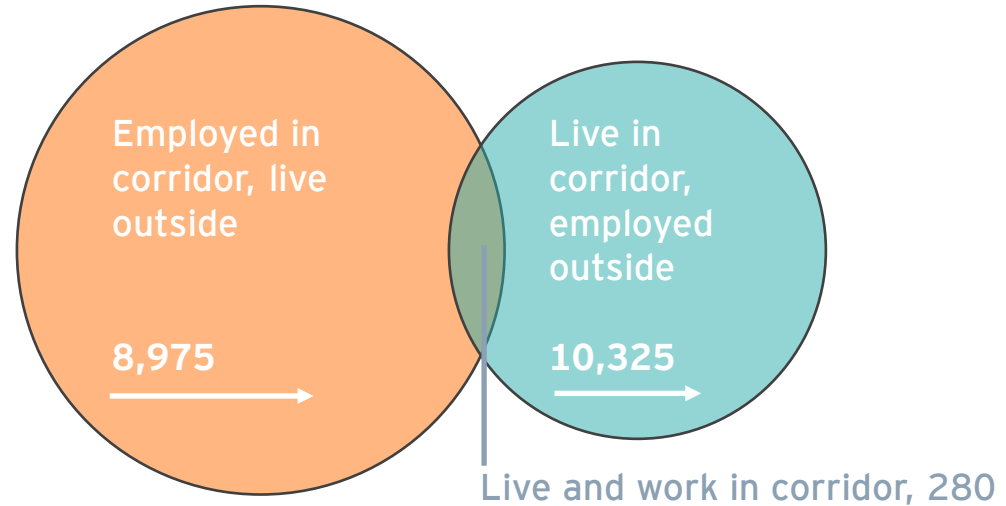
Sources: US Census Bureau

# Beatties Ford Corridor - Labor Flows

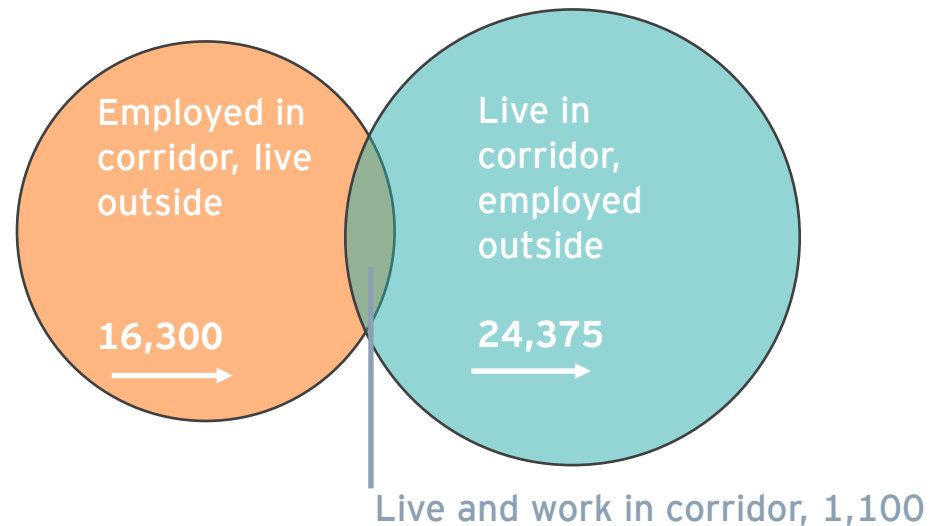


- Employment in both the Beatties Ford Corridor and the broader 28216 zip code exceeds the number of employed residents in these communities.
- Relatively few individuals live and work in either the Beatties Ford Corridor or the broader zip code area.
- The vast majority of corridor and zip code residents work outside of their home community.

Corridor inflow/outflow, 2019

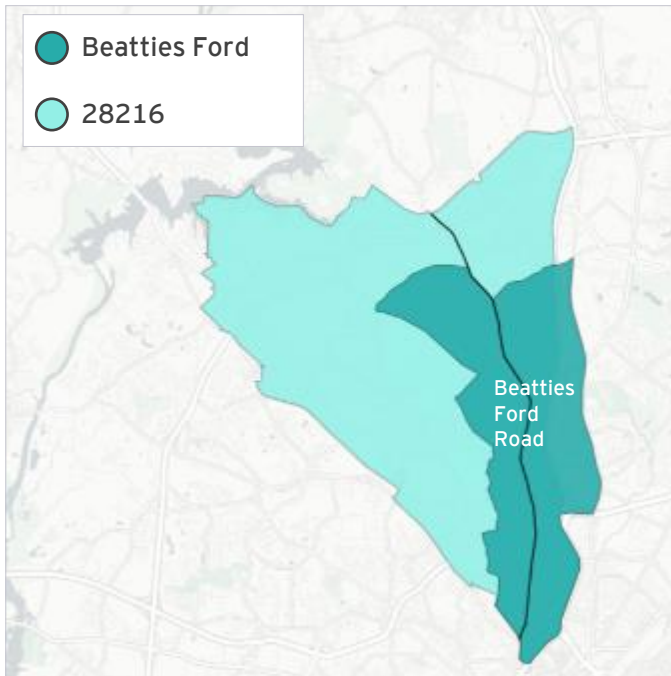


28216 zip code inflow/outflow, 2019

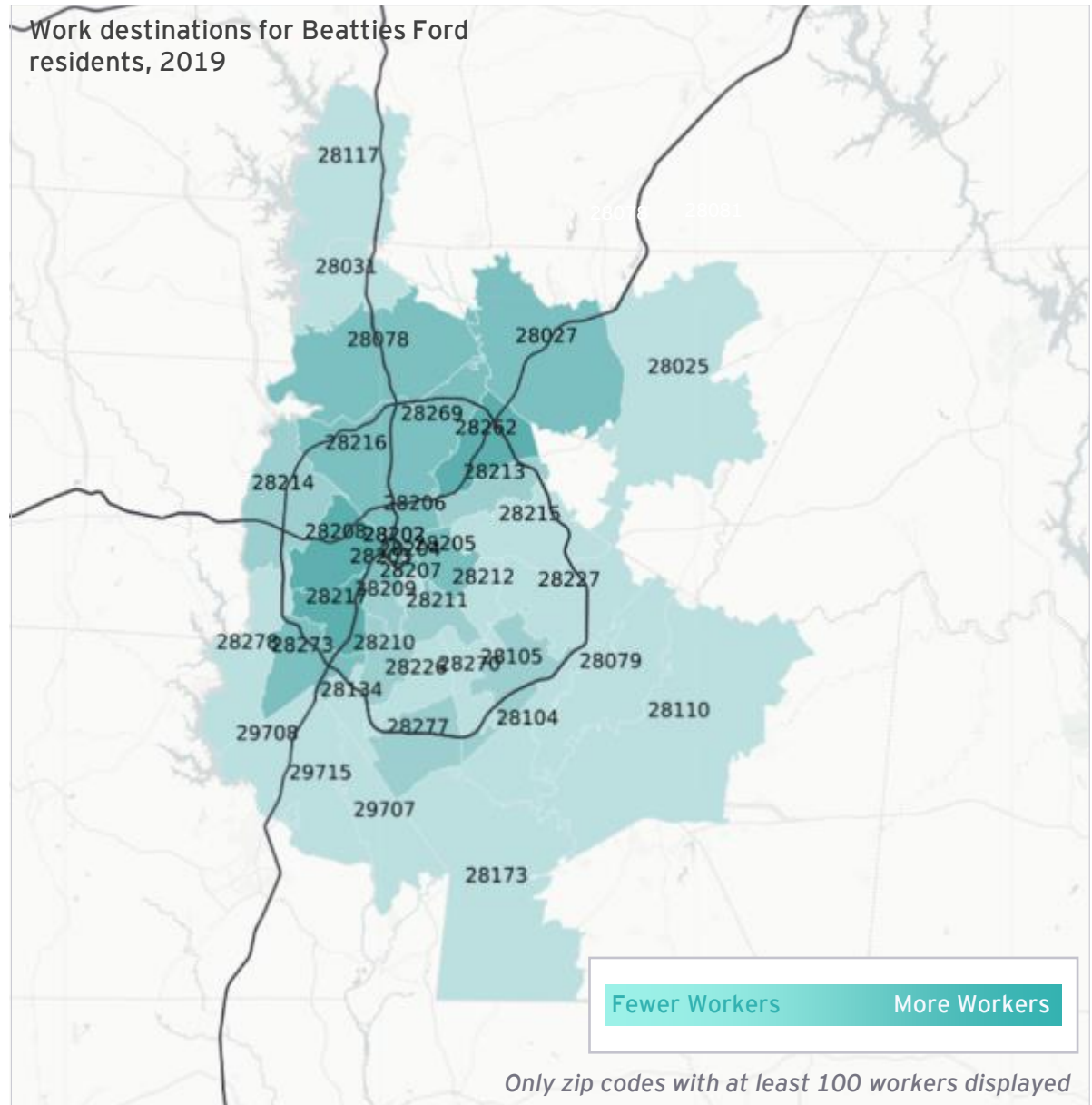


Sources: US Census Bureau

# Beatties Ford Corridor - Labor Flows

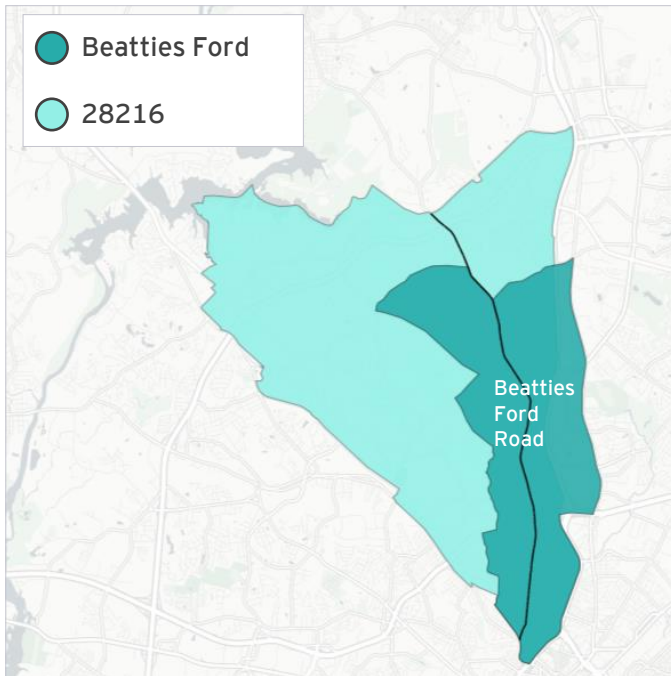


- Approximately 4% of Beatties Ford Corridor residents work within the 28216 zip code.
- An additional 17% of corridor residents work three adjacent zip codes, including at or near the airport (28217 and 28273) as well as downtown Charlotte.
- Most other corridor residents are employed at locations adjacent to the urban core and/or I-485.



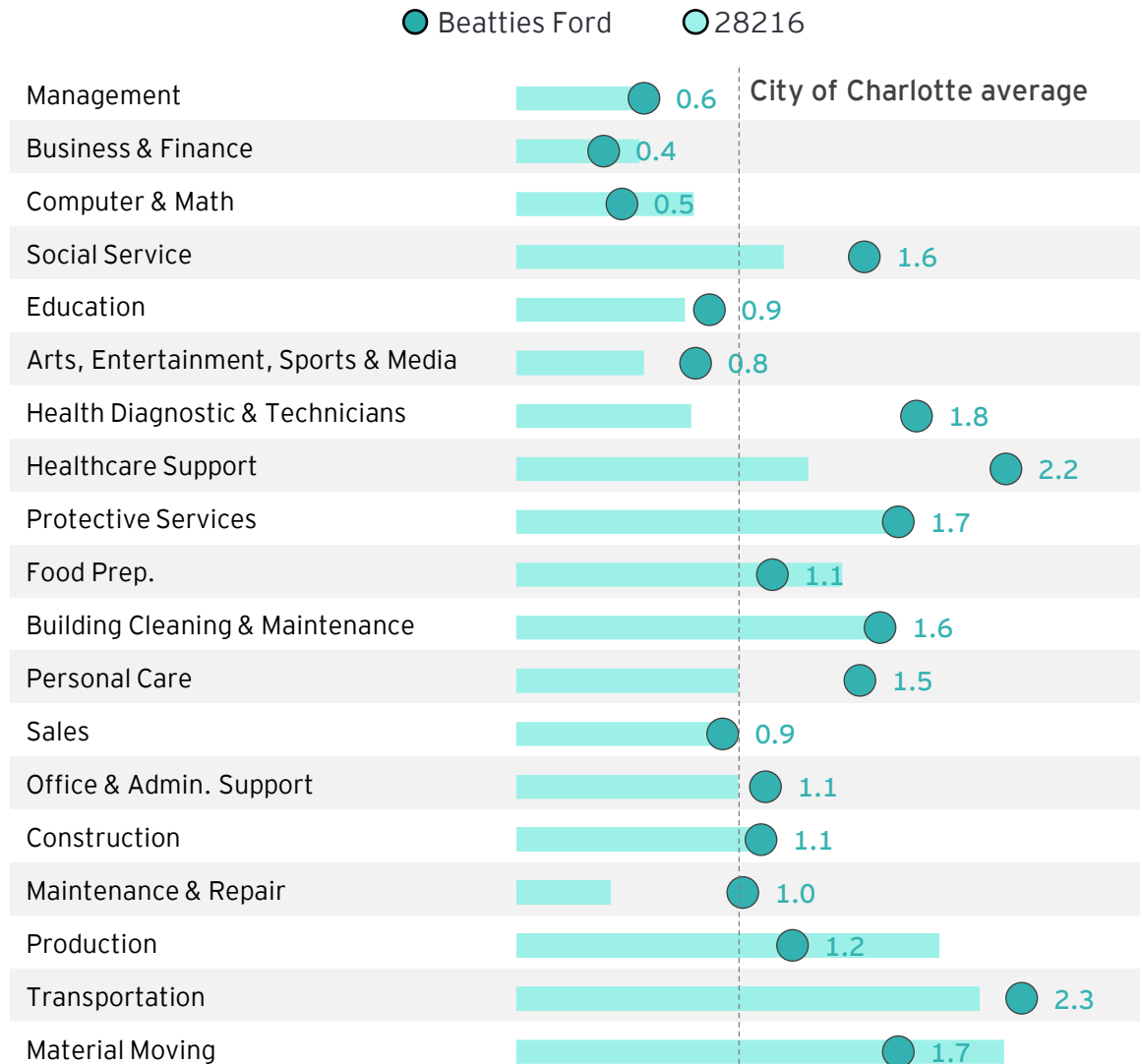
Source: US Census Bureau

# Beatties Ford Corridor - Occupational Composition



- Relative to the Charlotte average, corridor residents are more than twice as likely to be employed in Healthcare Support and Transportation occupations.
- Corridor residents are also more likely to be employed in Social Service, Protective Services, Building Cleaning & Maintenance, Production and Material Moving.
- Corridor residents are less likely to be employed in Management, Business & Finance, and Computer & Math occupations.

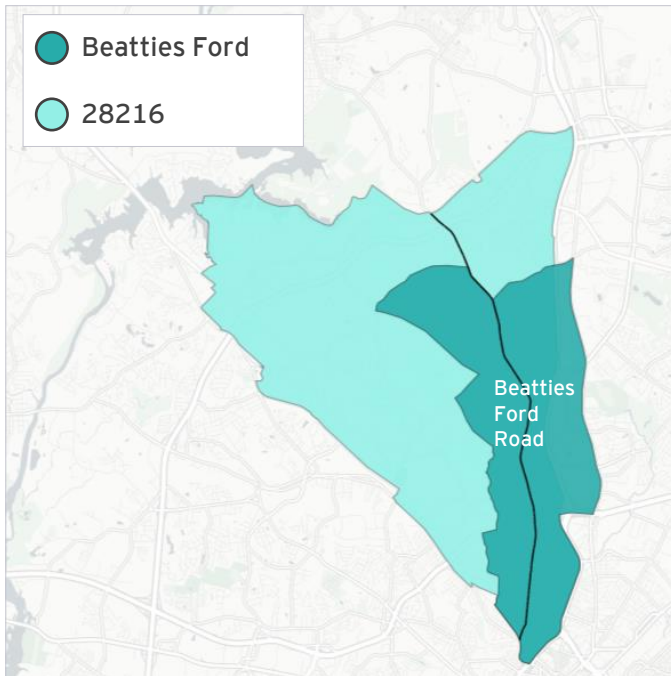
Percentage of resident employment relative to City of Charlotte average, 2019  
(1 indicates proportion of local employment identical to citywide average)



Only occupations with 250 resident workers are displayed

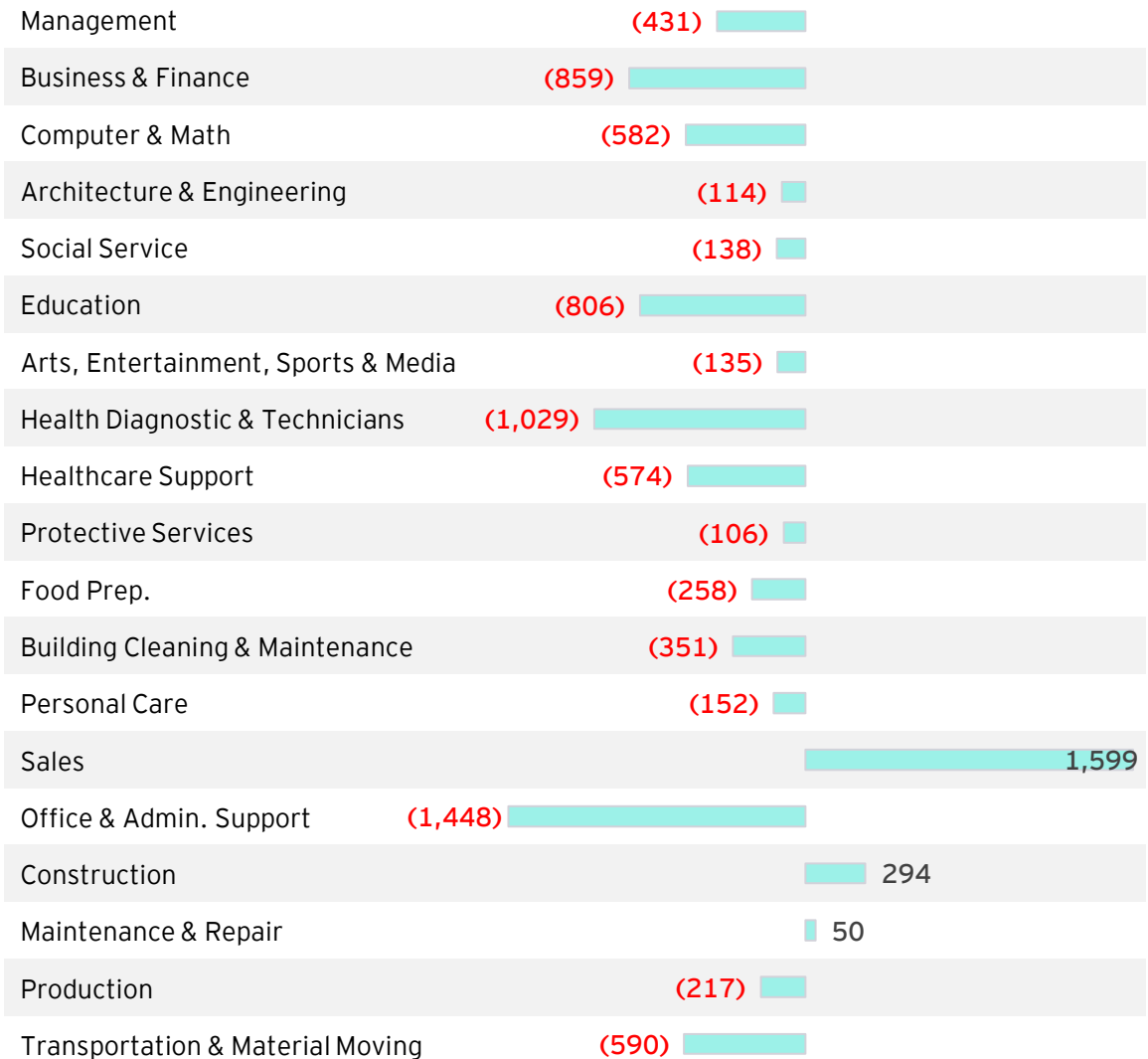
Sources: US Census Bureau

# Beatties Ford Corridor - Residents versus Jobs



- The 28216 zip code is home to more employed residents than jobs. As a result, employment figures for resident workers in almost every occupation within the 28216 zip code are greater than the number of jobs available in these occupations.
- The Sales industry proves to be an exception with nearly 1,600 more Sales jobs in the zip code than aligned workers living in the zip code.

## Surplus in jobs in zip code versus resident workers, 2019

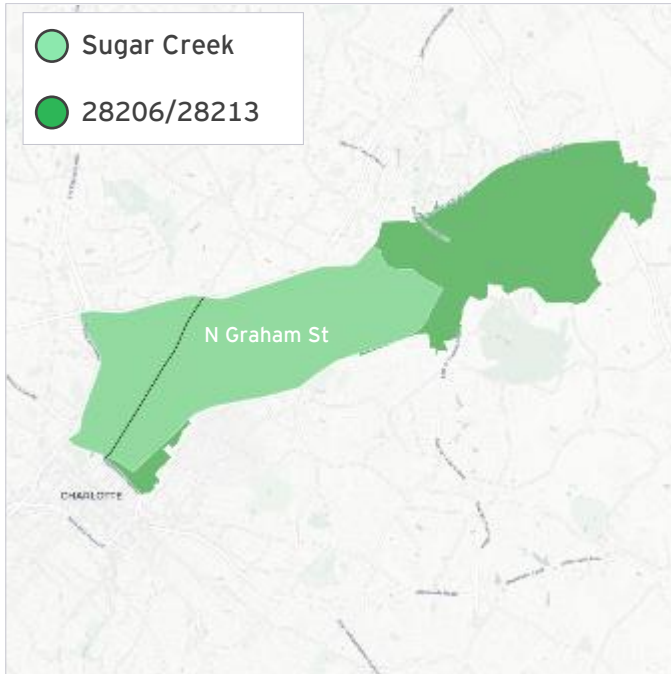


Only occupations with 150 resident workers are displayed

Sources: EMSI

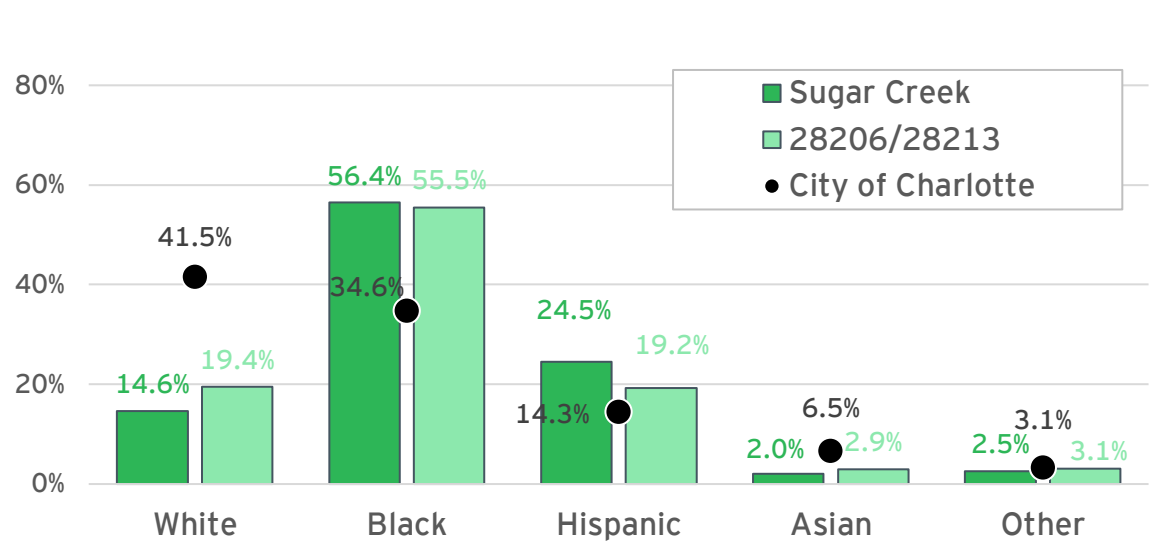


# Sugar Creek Corridor - Demographics

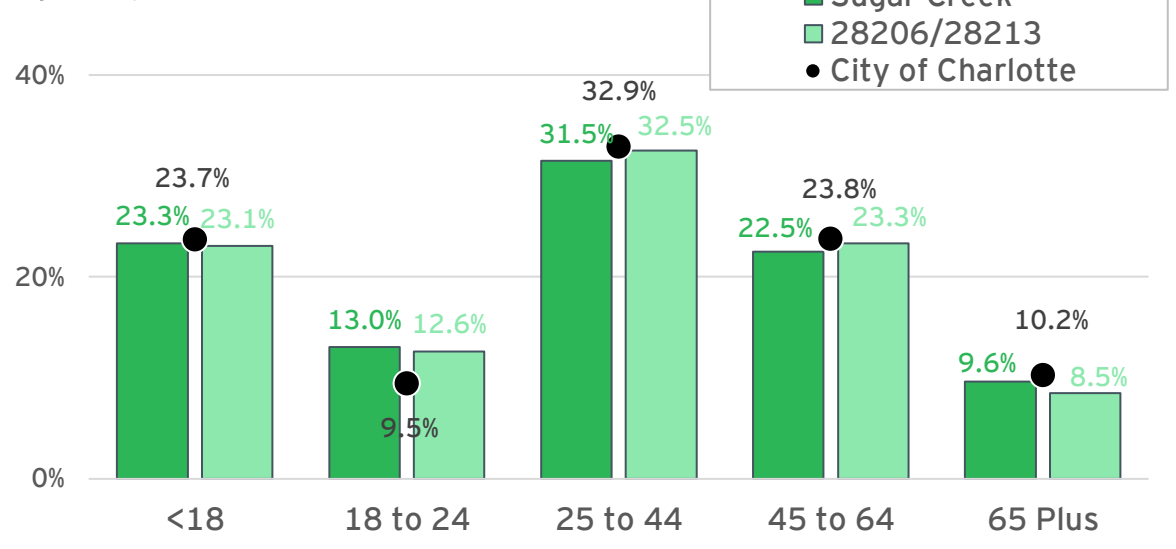


- Communities of color represent over 85% of all residents in the Sugar Creek Corridor. Citywide, racial and ethnic minorities comprise less than 60% of Charlotte's population.
- The population residing in the Sugar Creek Corridor largely mirrors the age composition of the city as a whole. The Sugar Creek Corridor is home to a slightly larger proportion of residents between the ages of 18 to 24. The share of all other age cohorts in the corridor is within two percentage points of the city average.

Racial and ethnic composition, 2019

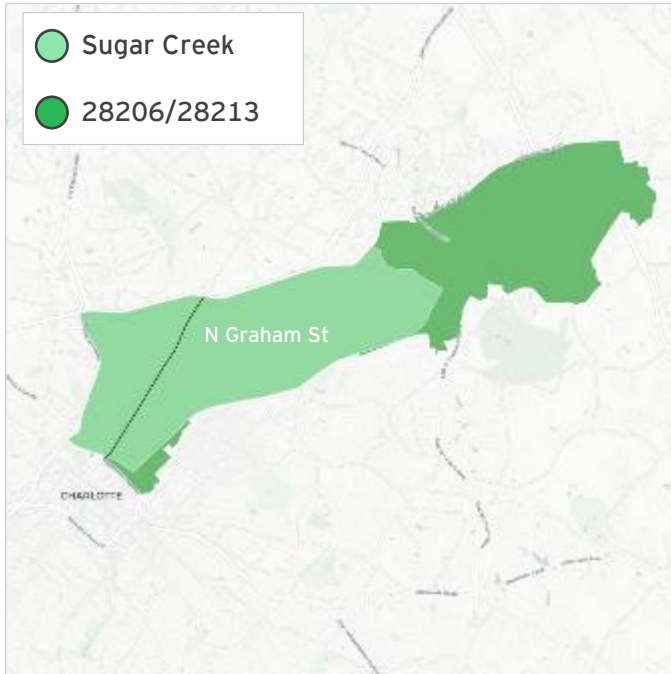


Age composition, 2019



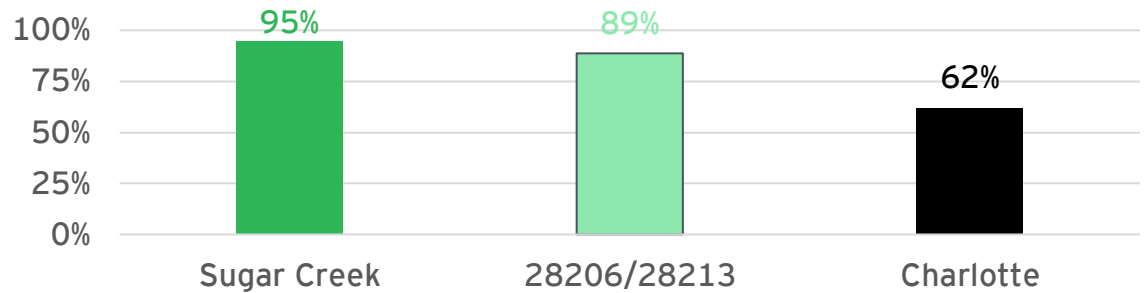
Sources: US Census Bureau

# Sugar Creek Corridor - Potential Barriers, cont.

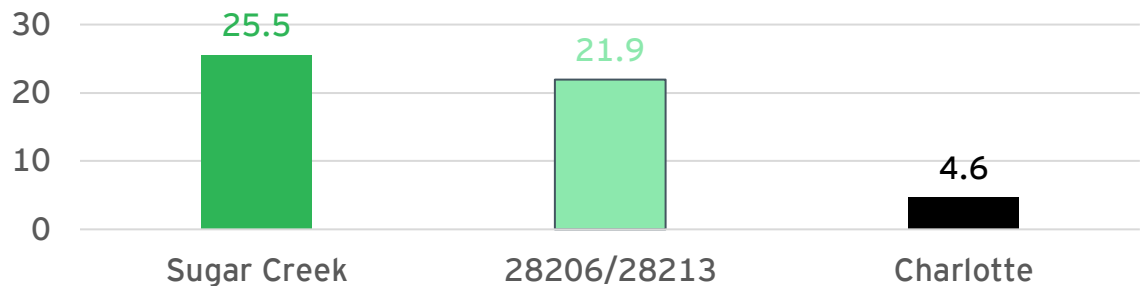


- Compared to Charlotte as a whole, most Sugar Creek Corridor and 28206/28213 zip code area residents live in relative proximity to a licensed childcare provider.
- Sugar Creek Corridor and 28206 and 28213 zip code residents suffer from much higher levels of violent crime relative to the rest of Charlotte.
- Nearly 8% of corridor residents between the ages of 16 and 19 are neither employed nor enrolled in school.

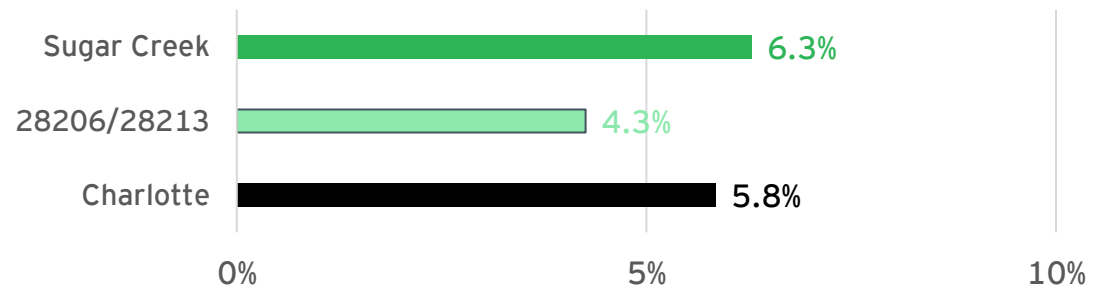
Percentage of housing units within ½ mile of a license early care, 2017



Violent crime rate per 1,000 residents, 2018



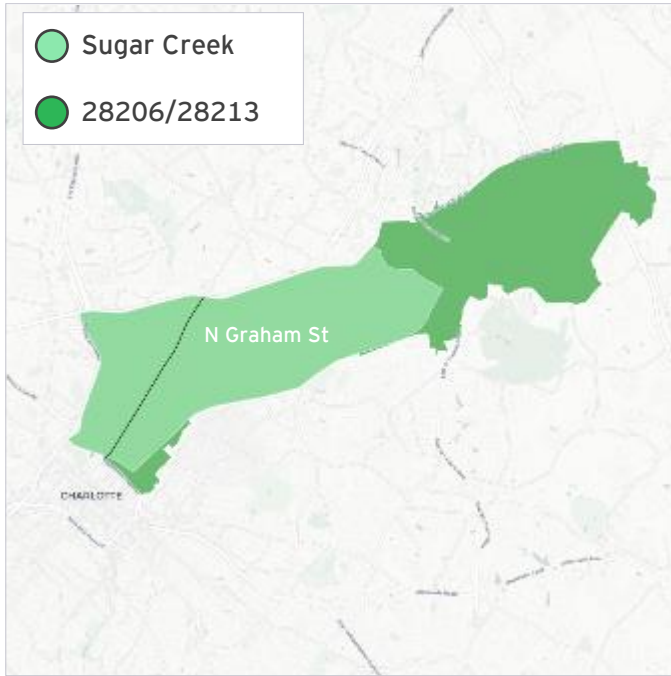
Disconnected youth (individuals 16 to 19 not enrolled in school, employed or in the labor force), 2019



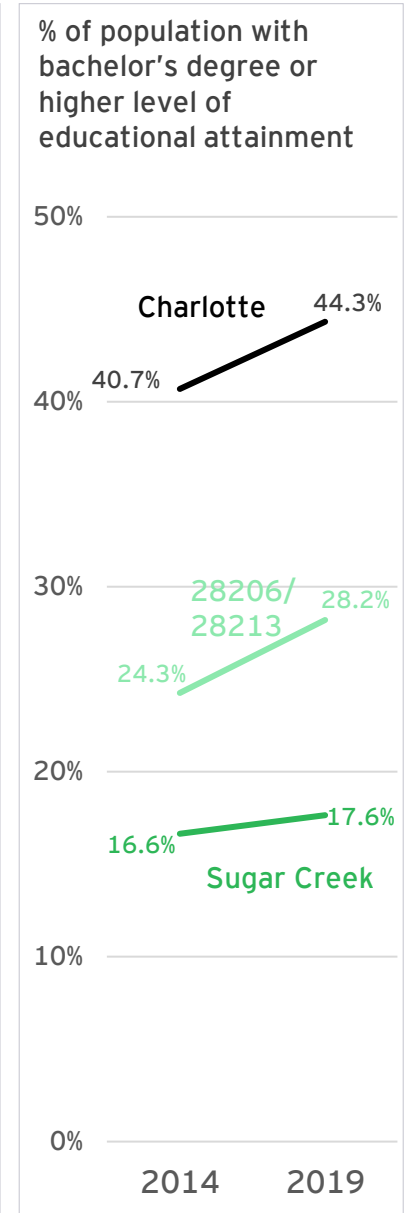
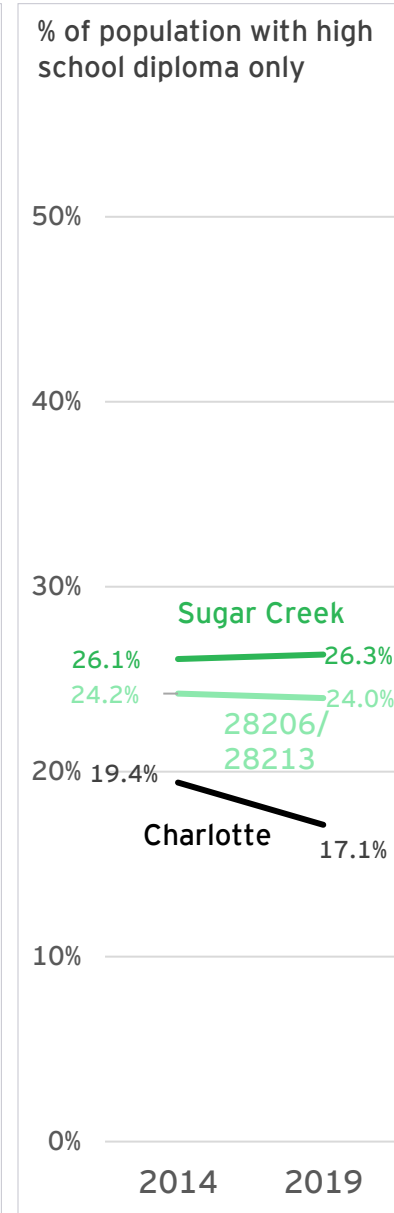
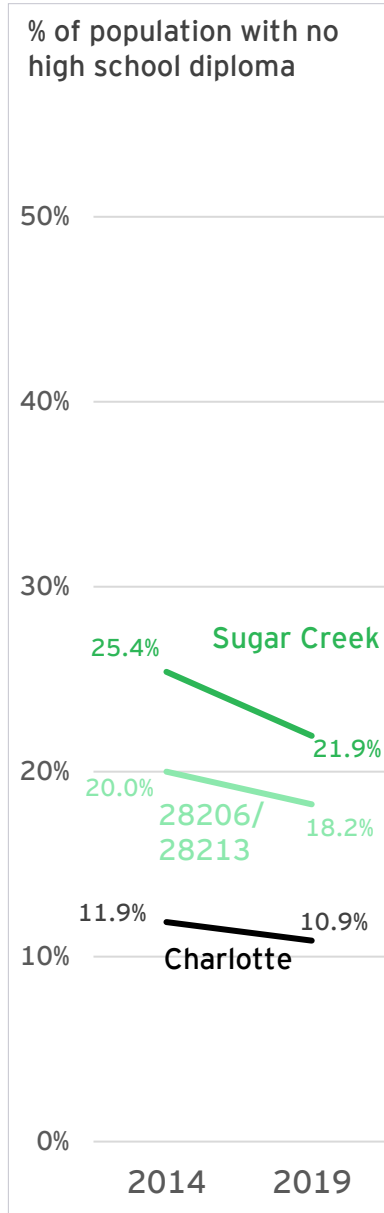
Source: US Census Bureau, Charlotte/Mecklenburg Quality of Life Explorer



# Sugar Creek Corridor - Educational Attainment

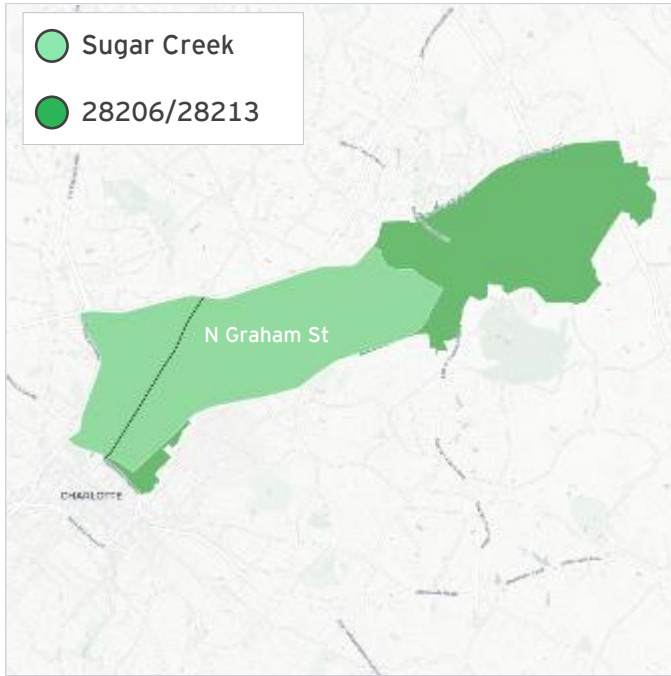


- Educational attainment levels in the Sugar Creek Corridor trail that of the broader 28206/28213 zip code area as well as the citywide average.
- Sugar Creek residents are approximately two and a half times less likely to possess a bachelor's degree or higher level of educational attainment relative to the citywide average.
- Corridor residents are less likely to possess a high school diploma compared to the zip code area and citywide average.



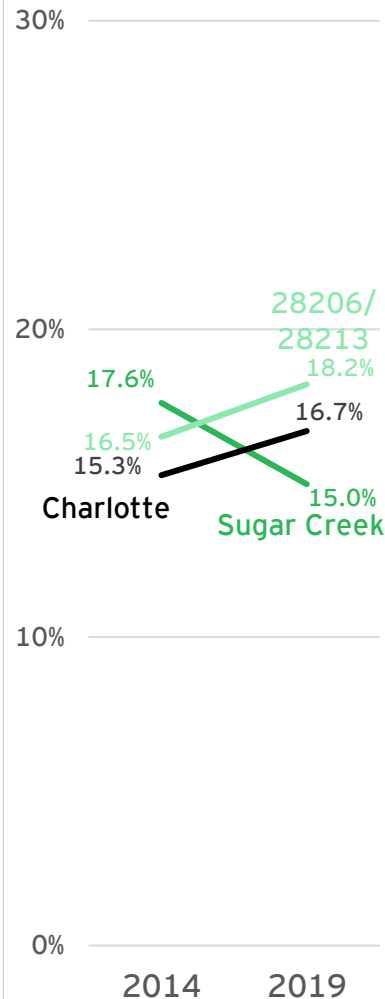
Sources: US Census Bureau

# Sugar Creek Corridor - Potential Barriers

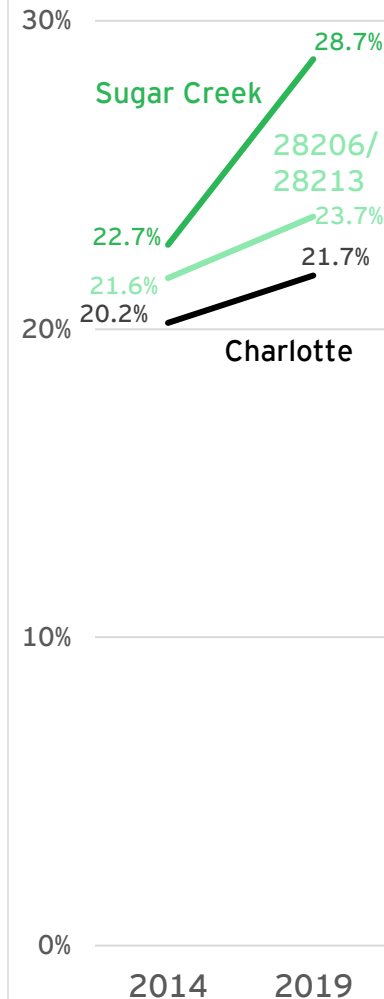


- Between 2014 and 2019, the number of foreign-born residents as a percent of the population declined and, in 2019, comprise a smaller proportion of the Sugar Creek Corridor's population compared to both the overall city, as well as, the combined 28206/28213 zip code area.
- At the same time, Sugar Creek Corridor residents are more likely to be non-citizens and to speak a language other than English at home compared to the citywide average as well as the combined 28206/28213 zip code area.

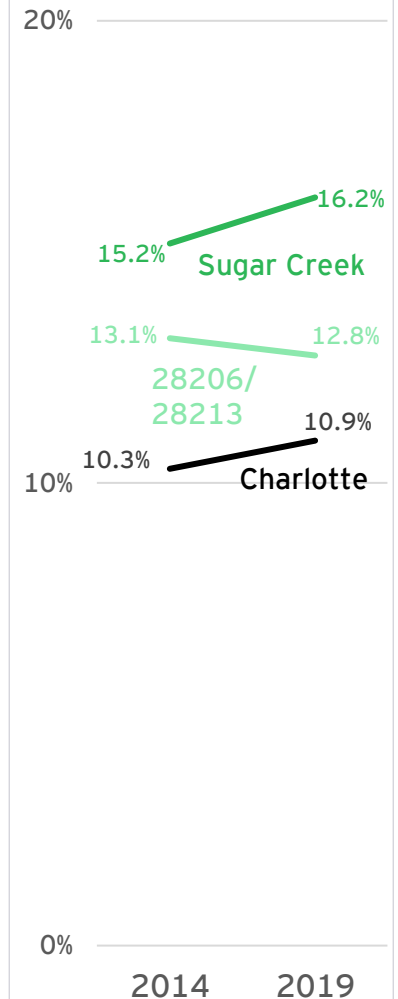
Foreign-born as % of population



% of population that speak a language other than English at home

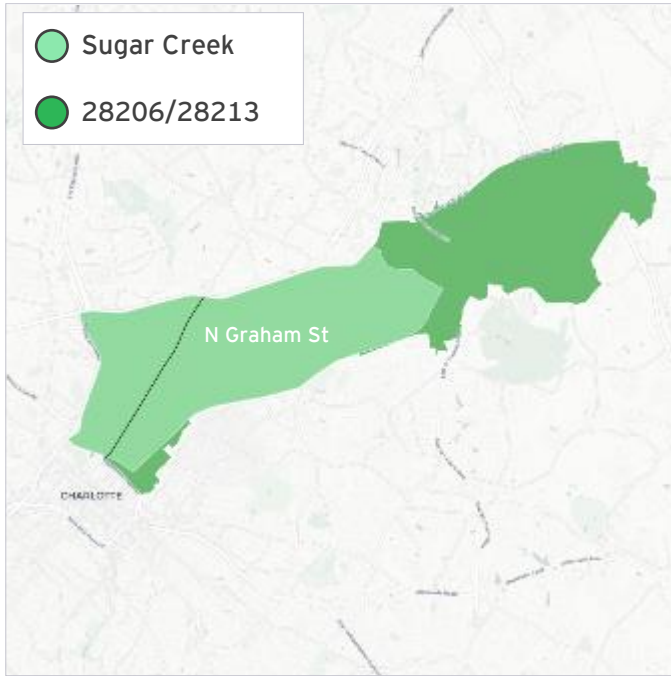


Non-citizens as % of population

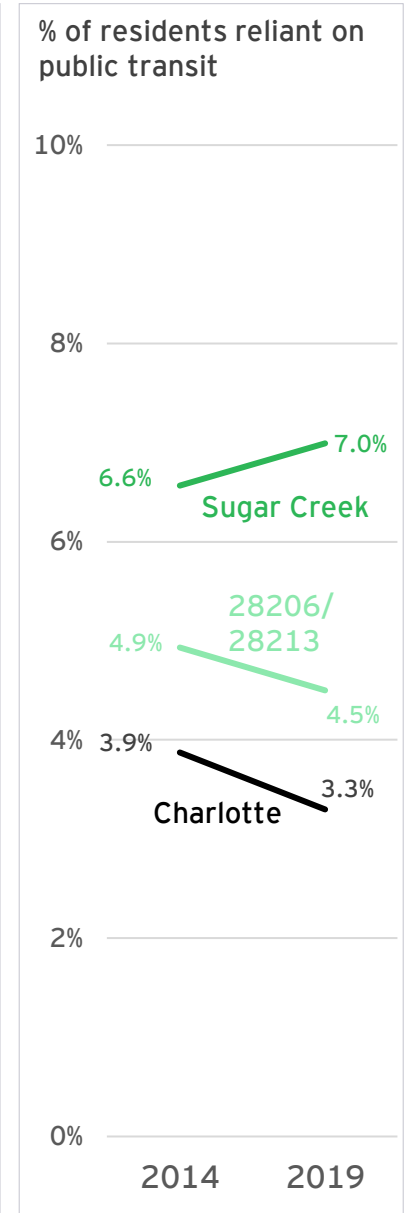
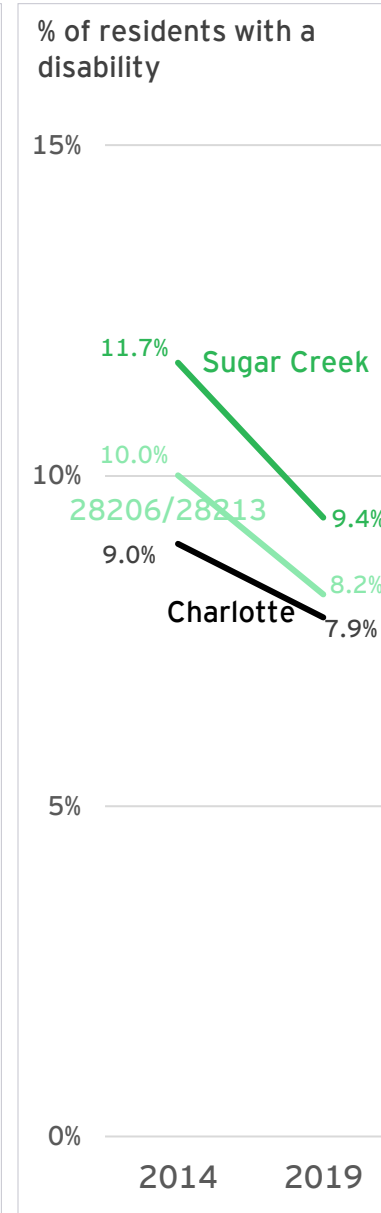
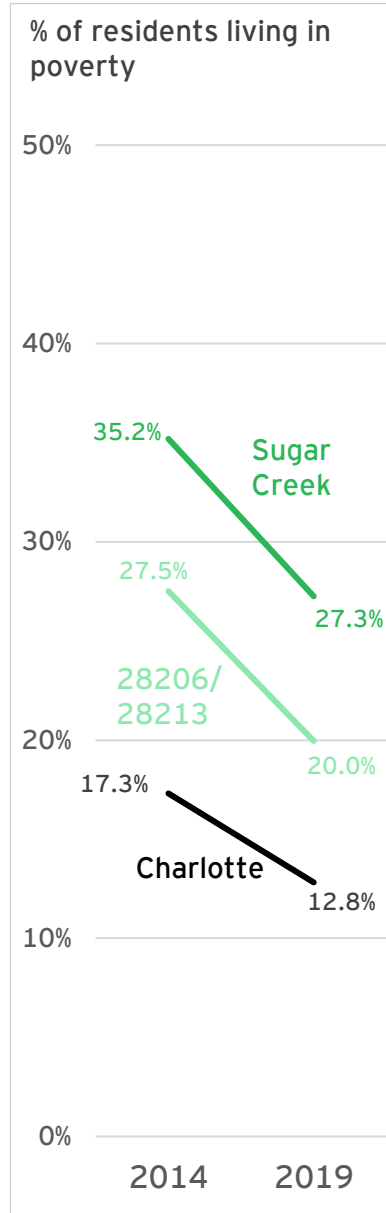


Sources: US Census Bureau

# Sugar Creek Corridor - Potential Barriers, cont.

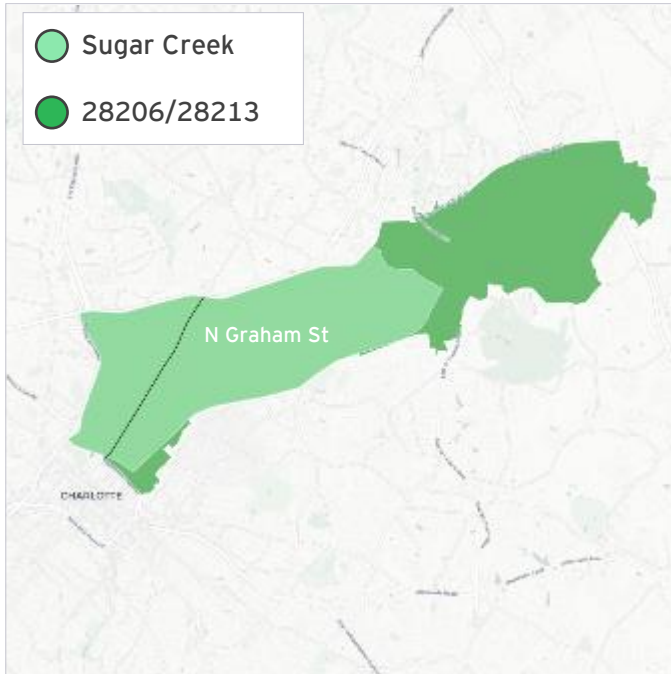


- Although poverty rates in both the Sugar Creek Corridor and combined zip code area declined between 2014 and 2019, they remain much higher relative to Charlotte.
- Both the Sugar Creek Corridor and the combined 28206/28213 zip code area are also home to a greater proportion of residents with one or more disabilities.
- Corridor and zip code residents are more likely to rely on public transit relative to their counterparts in the rest of the city. Corridor residents saw an increase in reliance between 2014 and 2019.

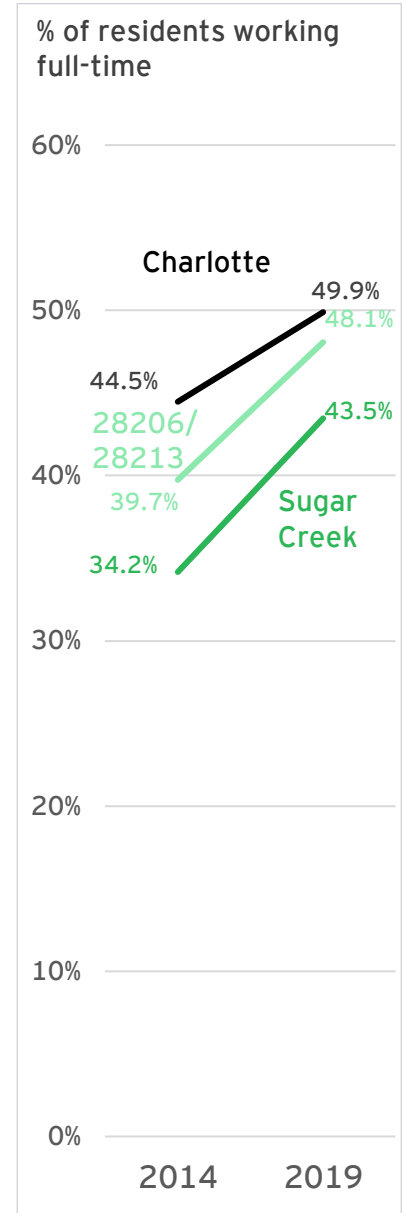
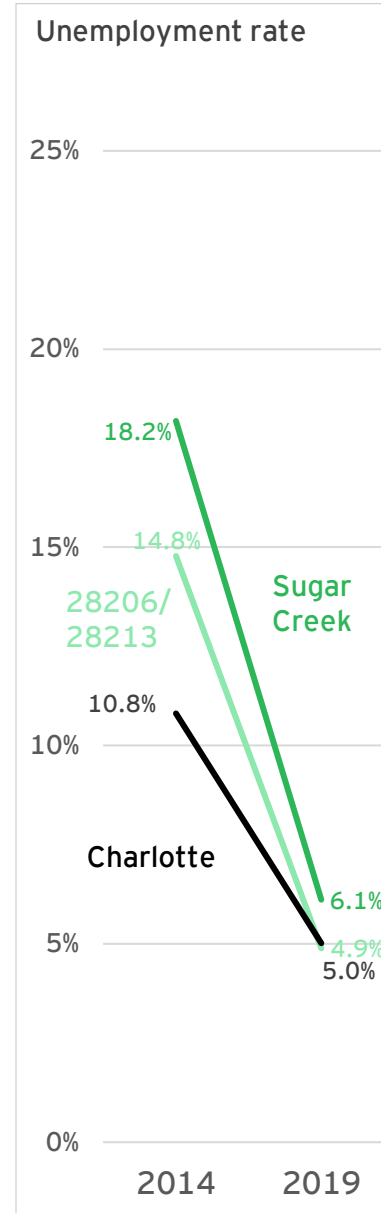
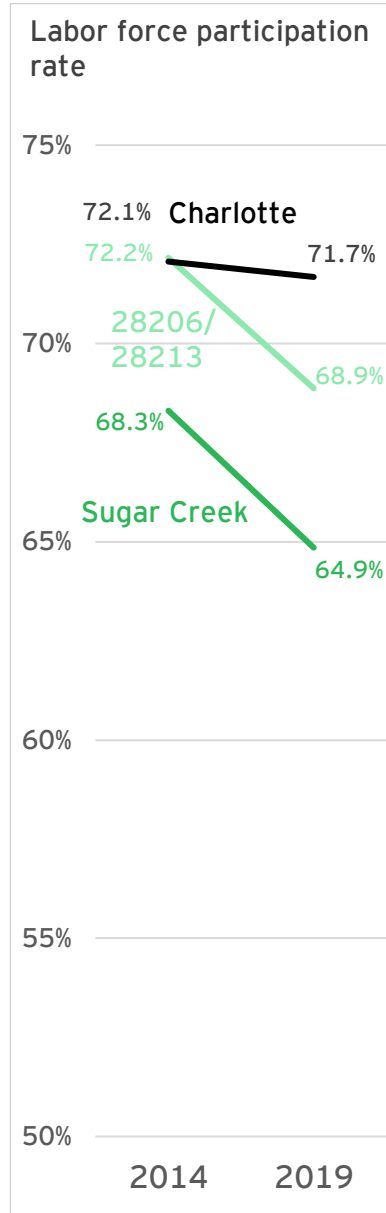


Sources: US Census Bureau

# Sugar Creek Corridor - Labor Characteristics

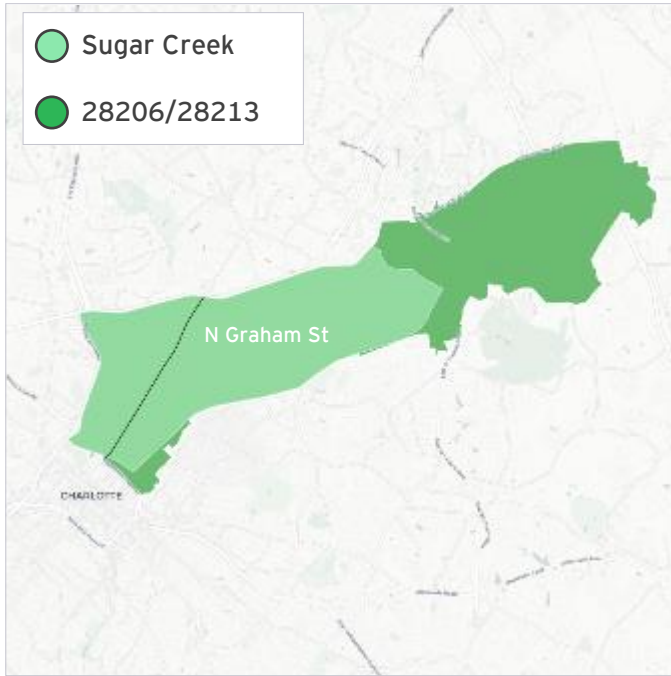


- Labor participation rates fell in all geographies between 2014 and 2019. Participation rates among Creek Corridor residents were lower than Charlotte's.
- While the unemployment rate declined between 2014 and 2019 overall, corridor residents experienced higher levels of unemployment than both the citywide and greater zip code averages during that time.
- Residents in the Sugar Creek Corridor and greater 28206/28213 zip code area are less likely to have full-time jobs when compared to the citywide average.



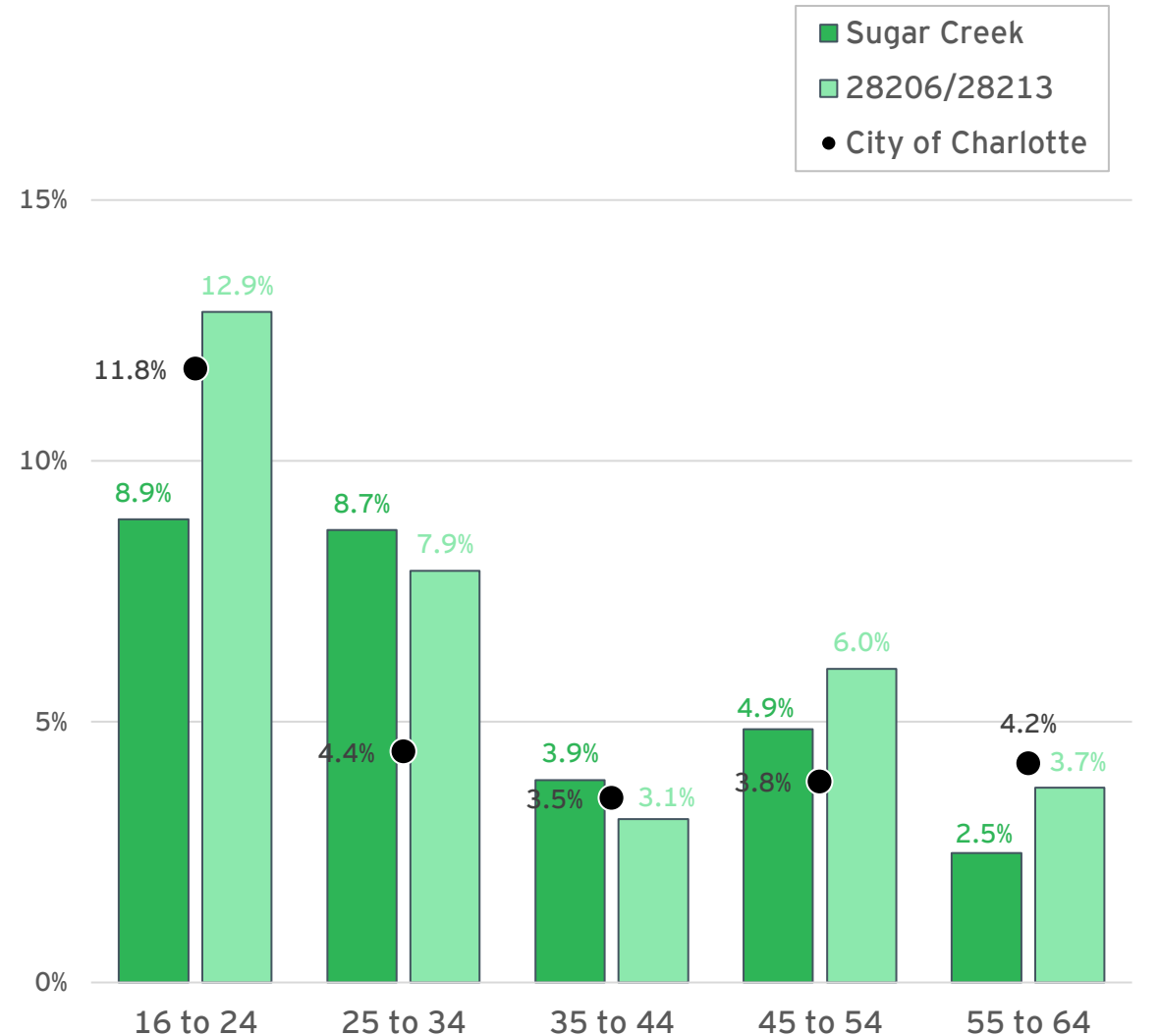
Sources: US Census Bureau

# Sugar Creek Corridor - Unemployment by Age



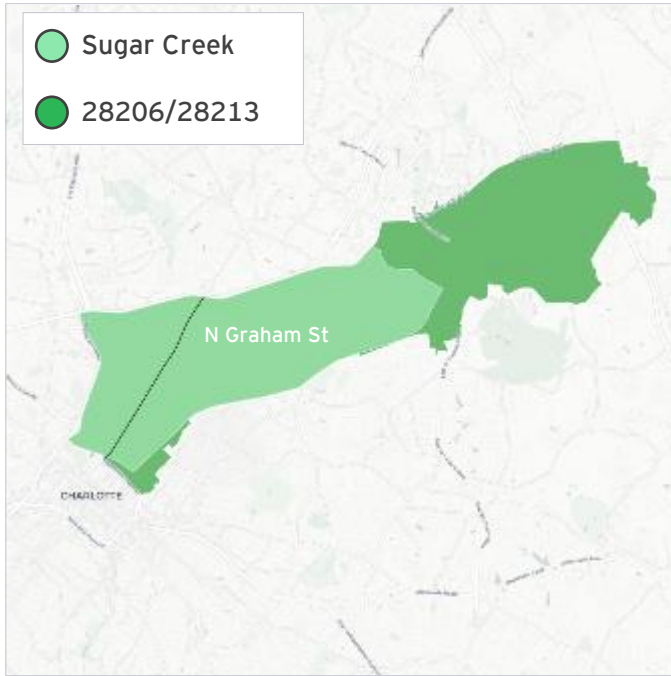
- Residents in the Sugar Creek Corridor and greater 28206/28213 zip code area between the ages of 16 and 34 have higher unemployment rates relative to their older counterparts.
- In 2019, approximately one in eight residents in the combined 28206/28213 zip code area between the ages of 16 and 24 was unemployed.
- Sugar Creek Corridor residents between 16 and 34 years of age face higher unemployment rates than their counterparts in the City of Charlotte.

Unemployment rate, 2019



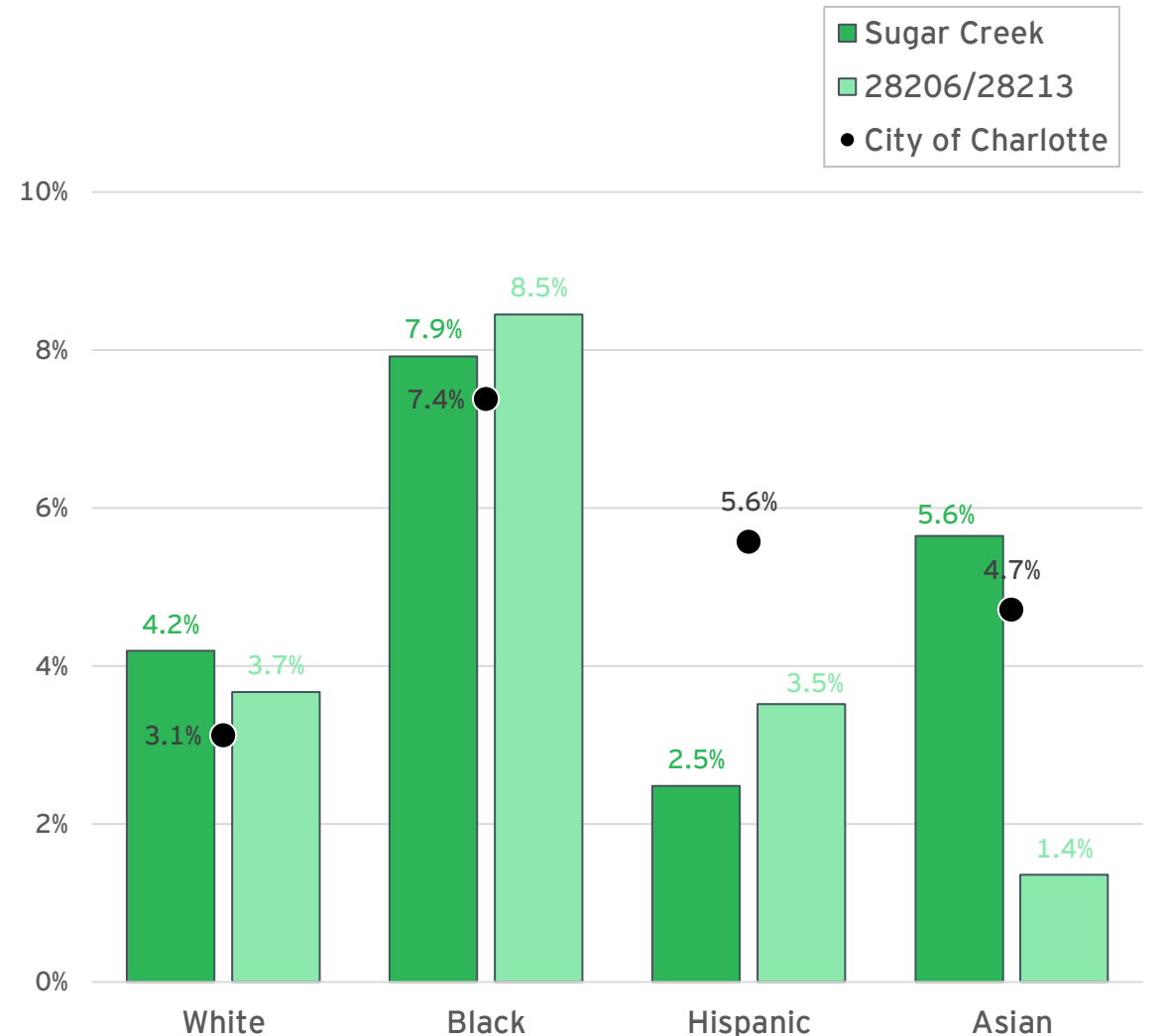
Sources: US Census Bureau

# Sugar Creek Corridor - Unemployment by Race



- Black residents in the Sugar Creek Corridor are nearly twice as likely to be unemployed compared to all other racial and ethnic groups.
- Within the Sugar Creek Corridor Hispanic residents are most likely to be employed. Within the 28206/28213 zip codes, Asian residents are the most likely to be employed.
- Unemployment rates in the Sugar Creek Corridor exceed the citywide average for White, Black, and Asian residents.

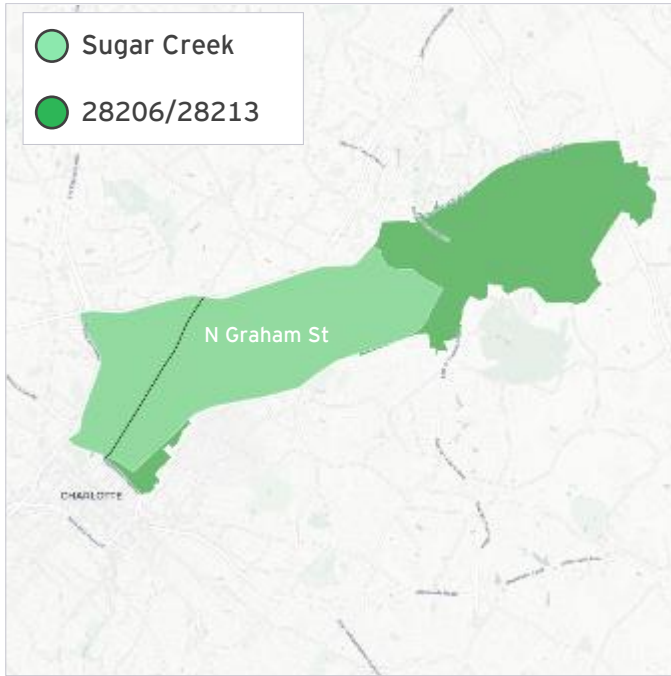
Unemployment rate, 2019



Sources: US Census Bureau

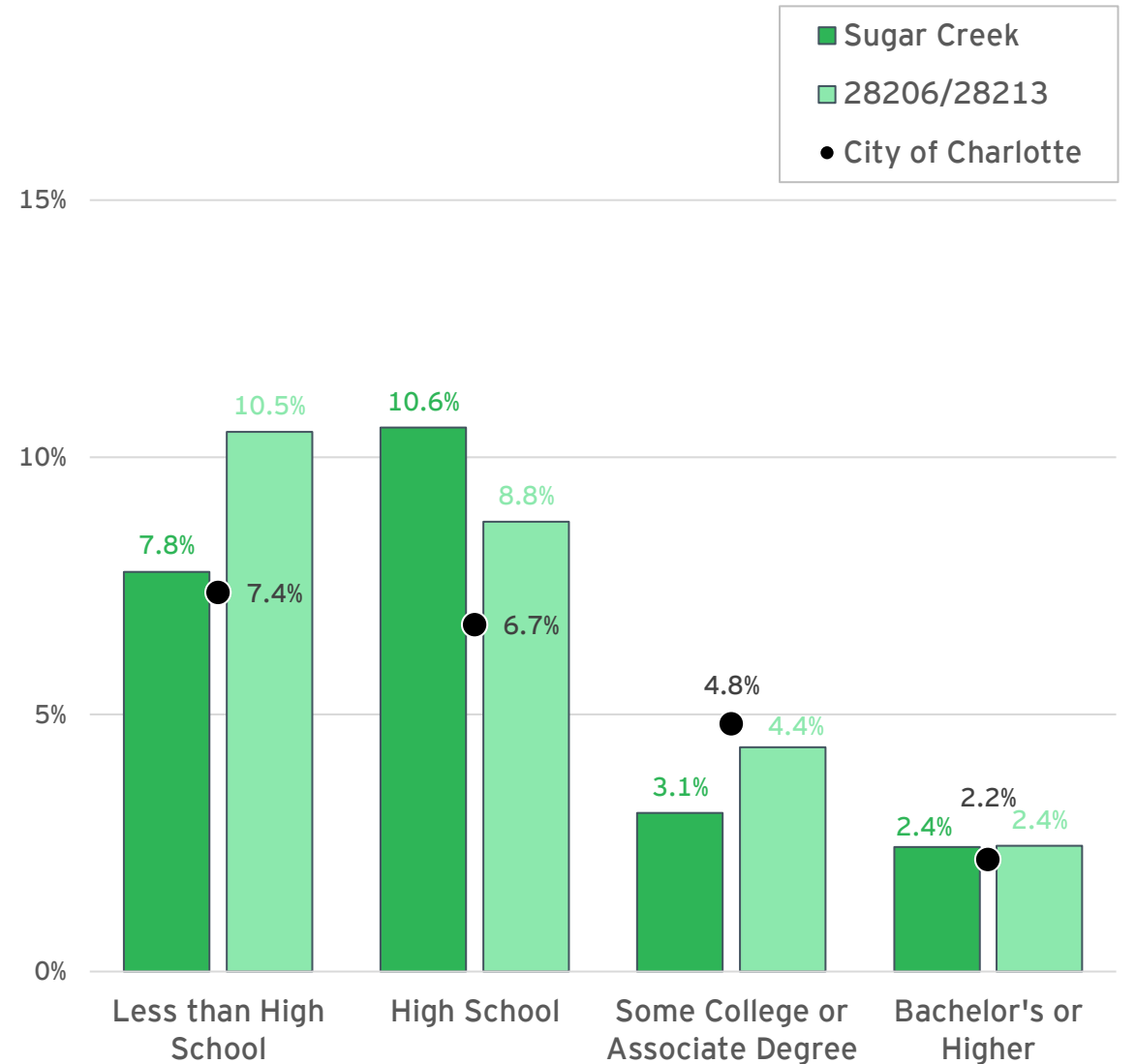


# Sugar Creek Corridor - Unemployment by Educational Attainment



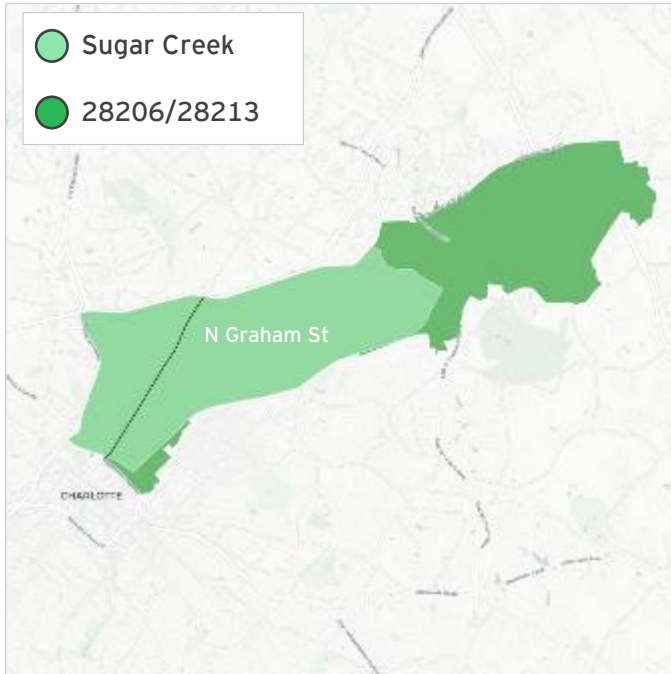
- Sugar Creek Corridor residents with a level of educational attainment greater than a high school diploma experienced lower levels of unemployment.
- In 2019, over 10% of Sugar Creek Corridor residents with a high school education were unemployed.
- Corridor residents with a bachelor's degree or higher level of educational attainment experience the lowest levels of unemployment, with an unemployment rate of just 2.4%.

Unemployment rate, 2019



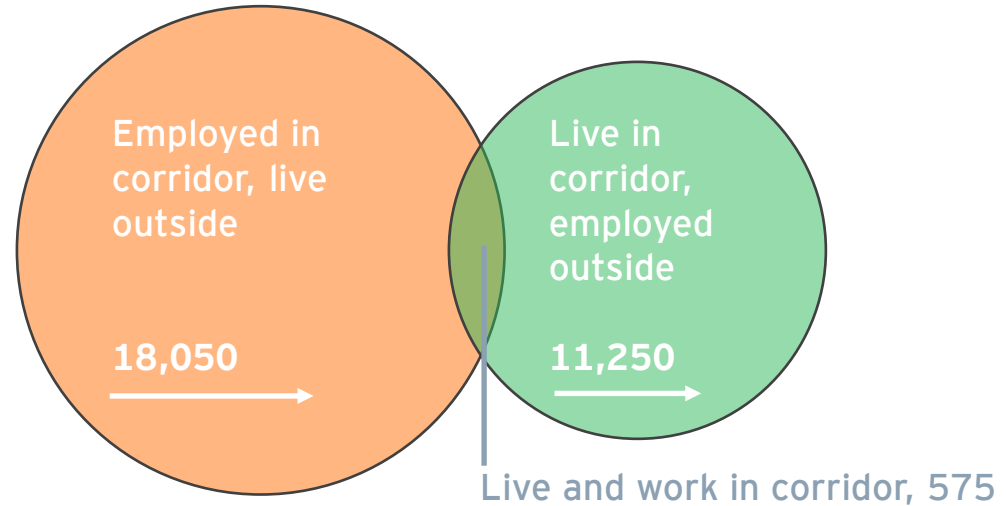
Sources: US Census Bureau

# Sugar Creek Corridor - Labor Flows

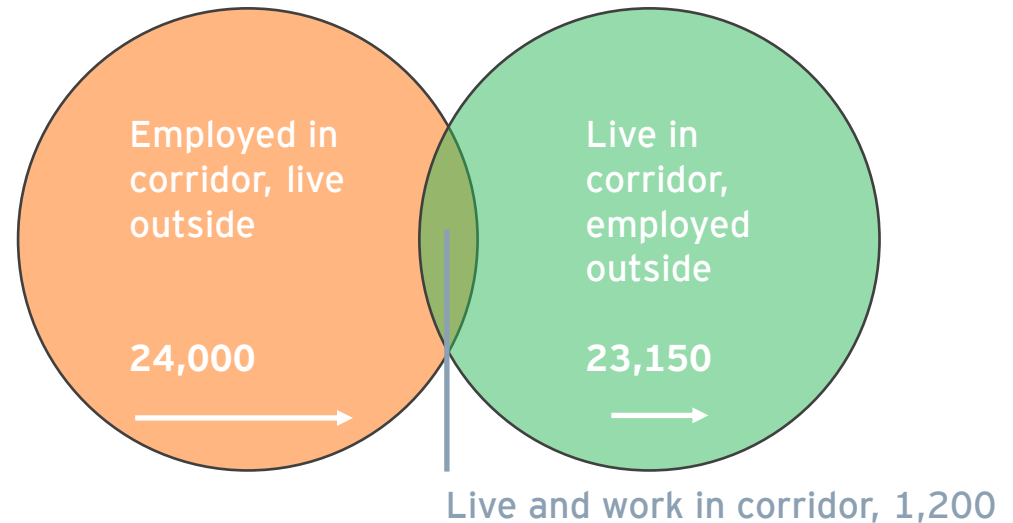


- While jobs in Sugar Creek Corridor exceeds the number of employed residents, the number of jobs and employed residents within the greater 28206/28213 zip code area is almost the same.
- While more individuals live and work in the 28206/28213 zip codes than do in the Sugar Creek Corridor, relatively few individuals live and work in either the Sugar Creek Corridor or the 28206/28213 zip codes area overall.

Corridor inflow/outflow, 2019

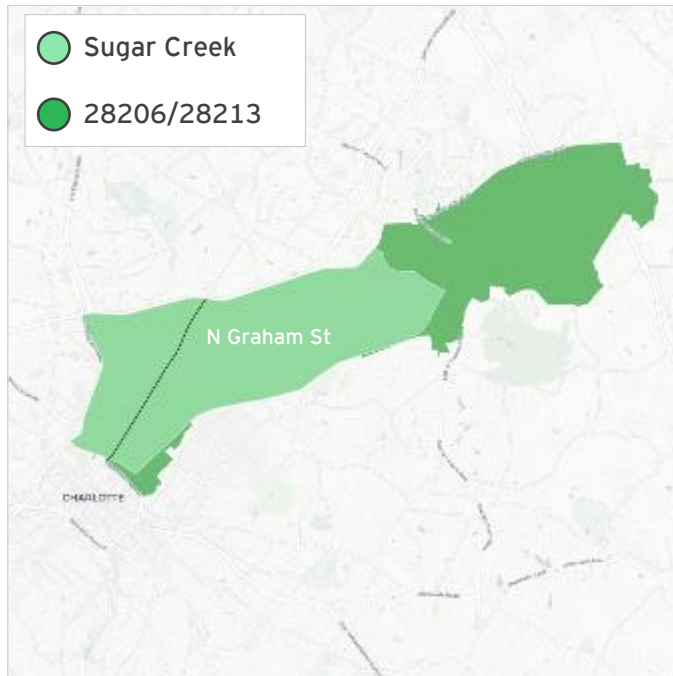


28206/28213 zip code inflow/outflow, 2019

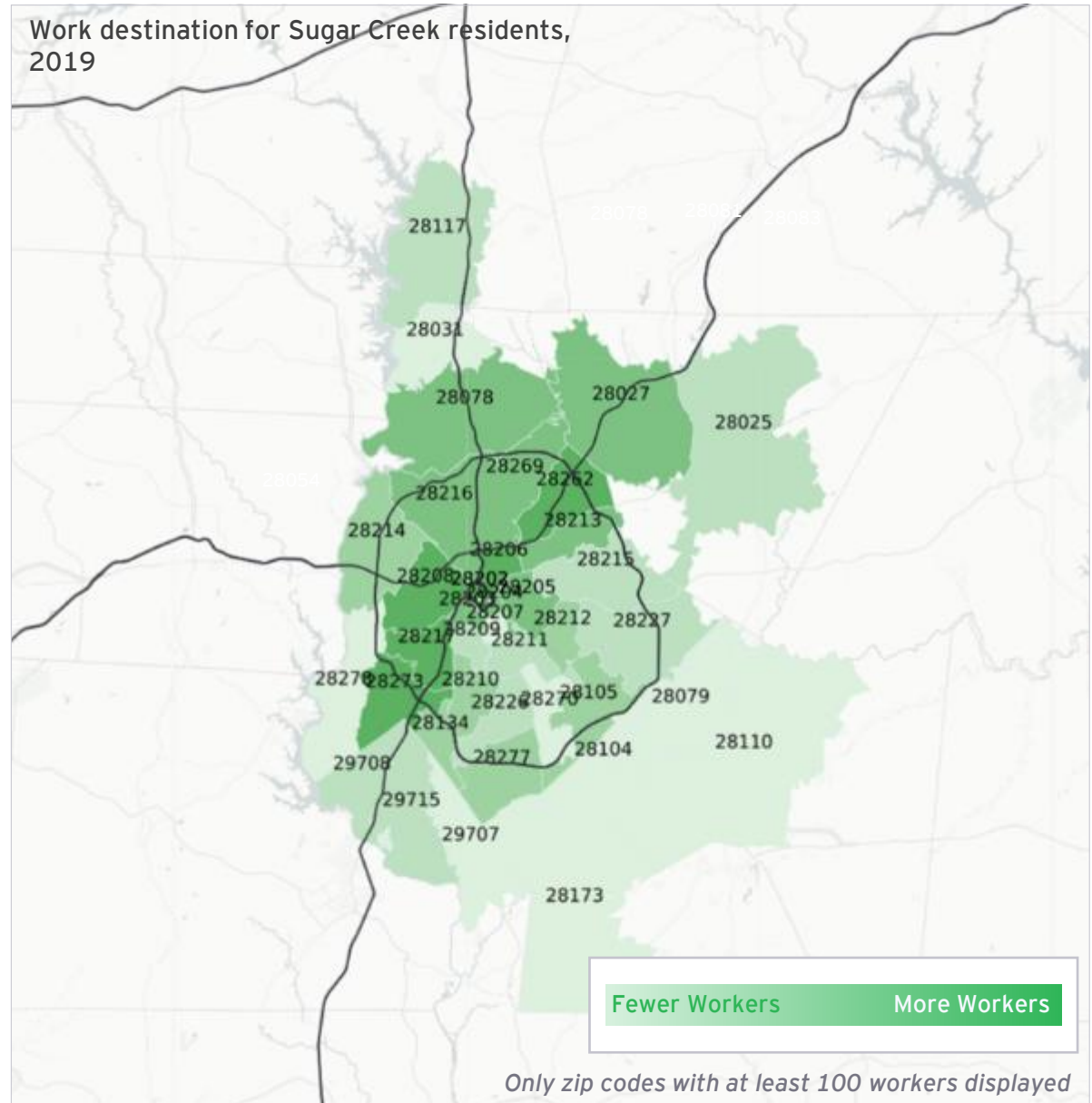


Sources: US Census Bureau

# Sugar Creek Corridor- Labor Flows



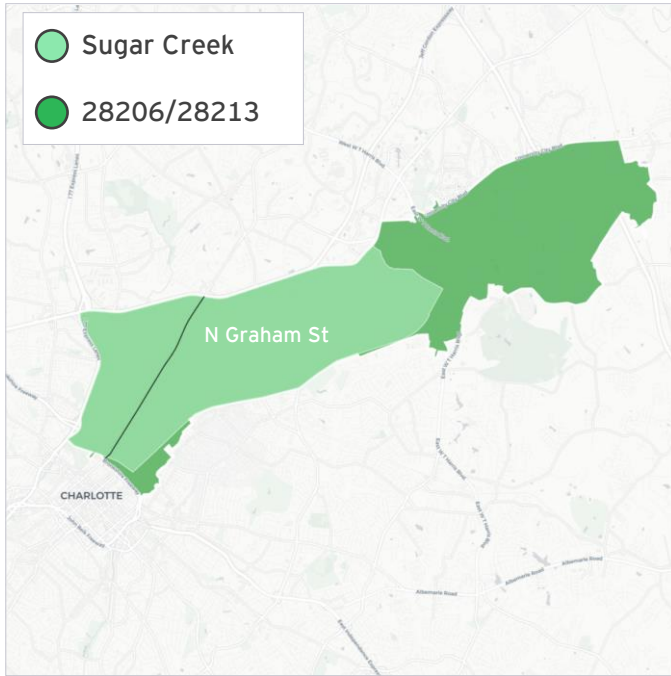
- Less than 6% of Sugar Creek Corridor residents work within the combined 28206/28213 zip code area.
- An additional 30% of Sugar Creek Corridor residents work across five zip codes including 28202, 28208, 27262, 28217, and 28273.
- Most other corridor residents are employed at locations adjacent to the urban core and/or I-485.



Only zip codes with at least 100 workers displayed

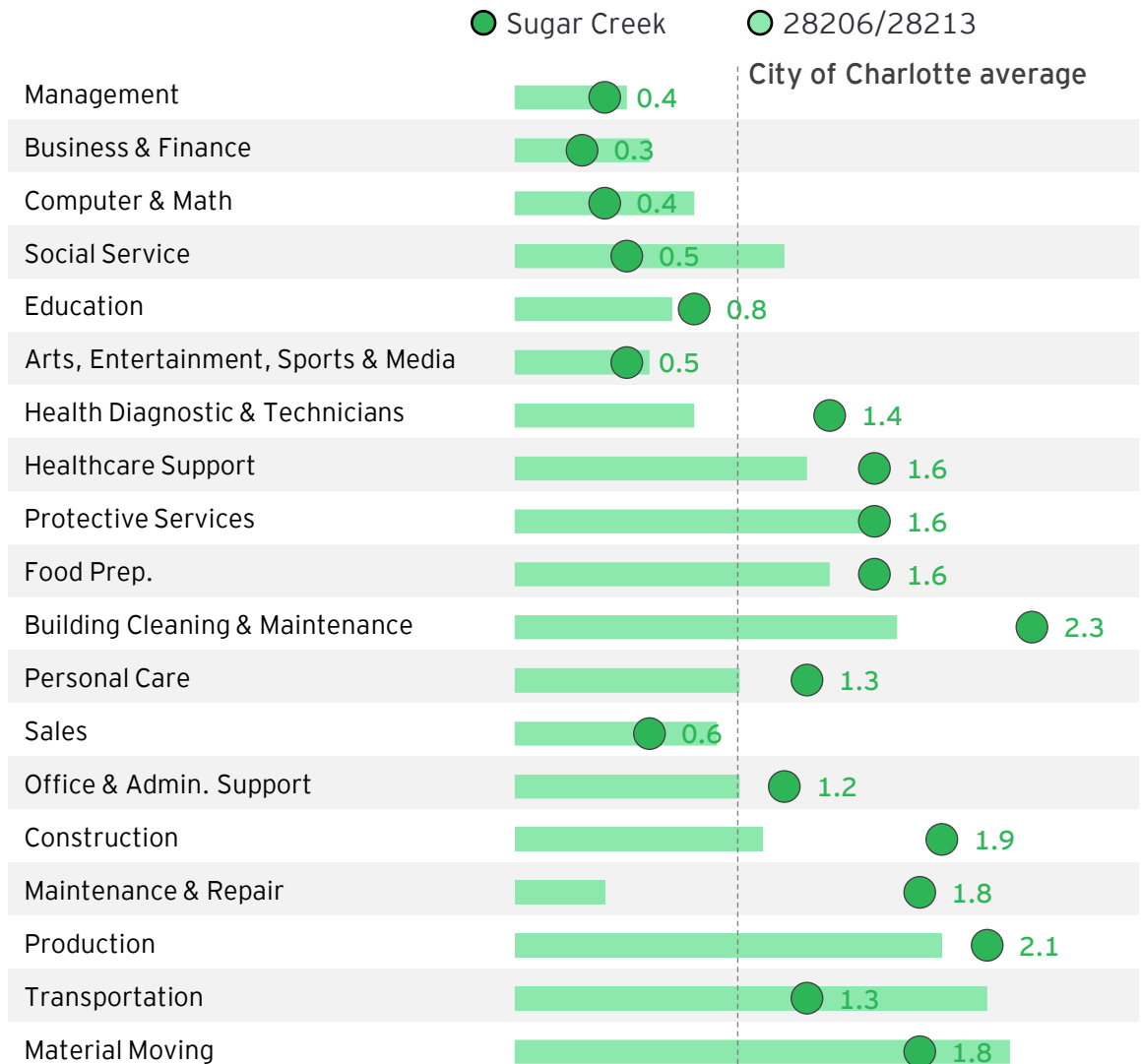
Source: US Census Bureau

# Sugar Creek Corridor - Occupational Composition



- Relative to the Charlotte average, corridor residents are more than twice as likely to be employed in Building Cleaning & Maintenance and Production occupations.
- Corridor residents are also more likely to be employed in Healthcare, Protective Services, Food Prep., Transportation, and Material Moving occupations.
- Corridor residents are less likely to be employed in Management, Business & Finance, Computer & Math, and Education occupations.

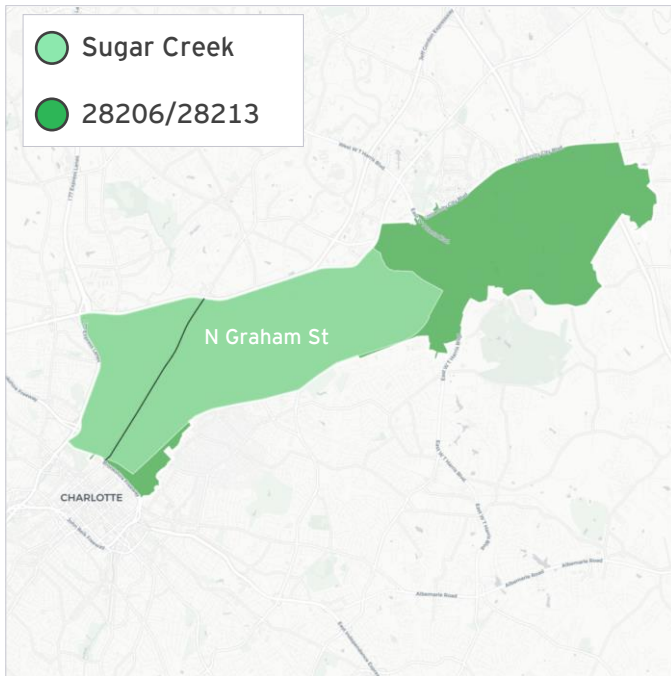
Percentage of resident employment relative to City of Charlotte average, 2019  
(1 indicates proportion of local employment identical to citywide average)



Only occupations with 250 resident workers are displayed

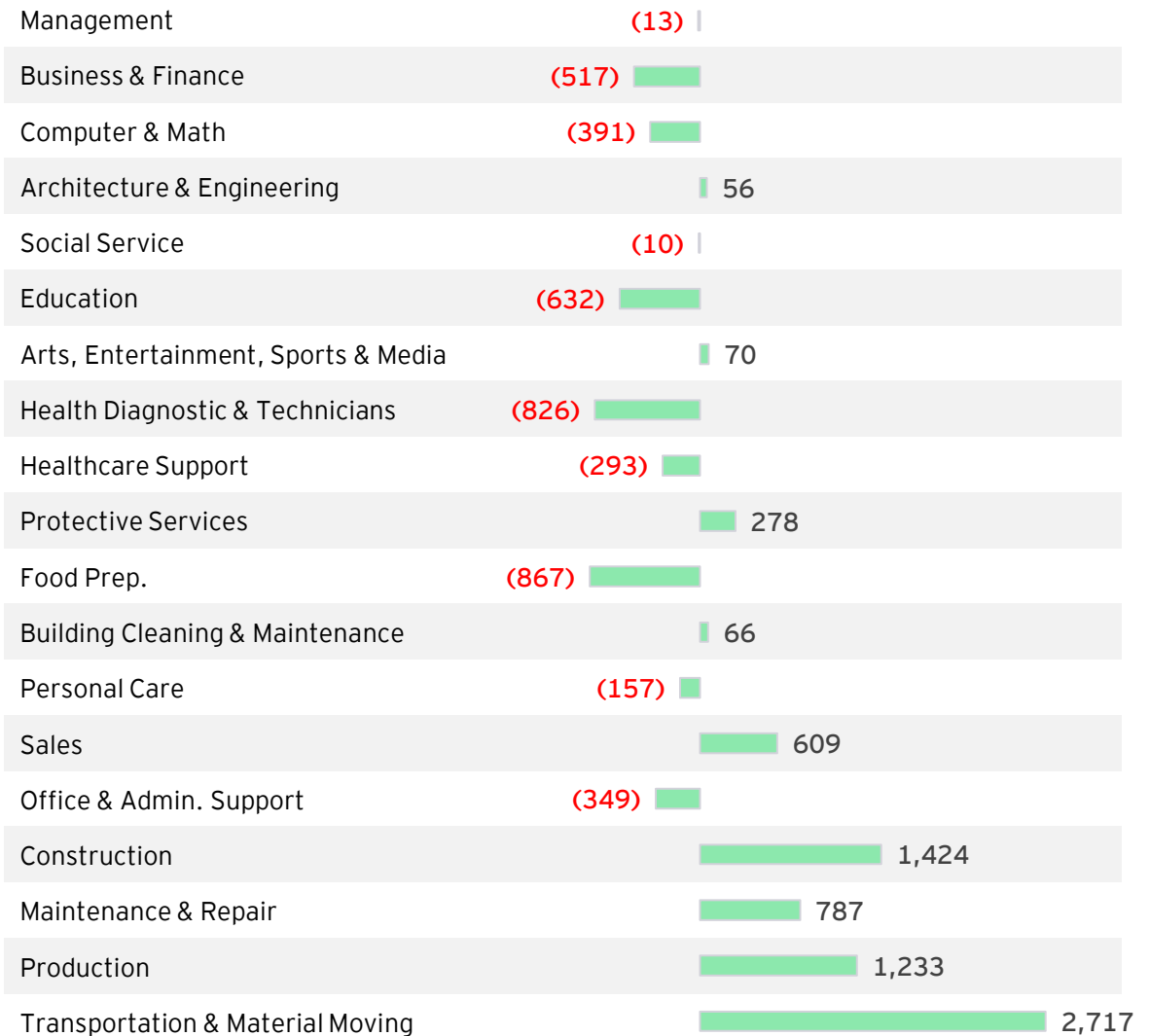
Sources: US Census Bureau

# Sugar Creek Corridor - Residents versus Jobs



- While the 28206/28213 zip codes are home to more jobs than employed residents overall, this is not due to an evenly distributed availability of jobs across all industries, but rather, due to an abundance of jobs within a select group of industries.
- There are over 2,700 more Transportation & Material Moving jobs within the zip codes than aligned workers living in the zip codes. Other significant gaps include Construction (1,400 plus), Maintenance & Repair (787), and Production (1,225 plus).

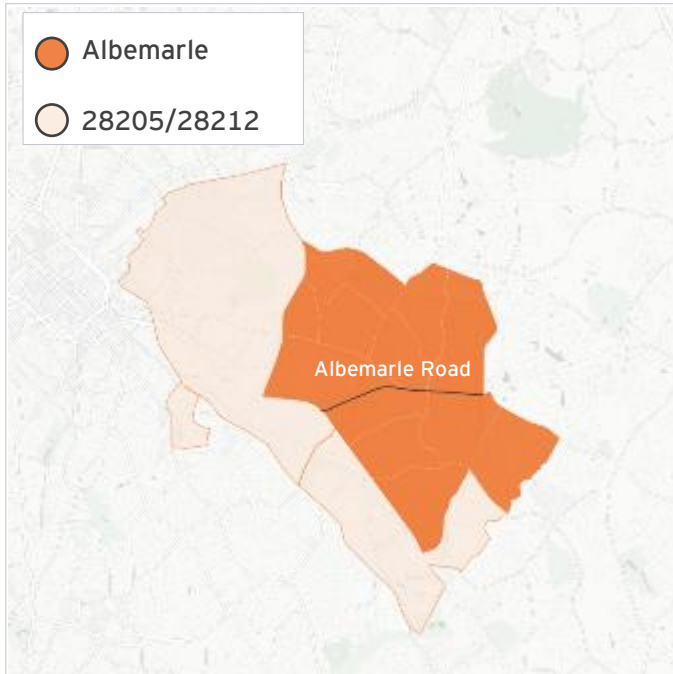
## Surplus in jobs in zip code versus resident workers, 2019



Only occupations with 150 resident workers are displayed

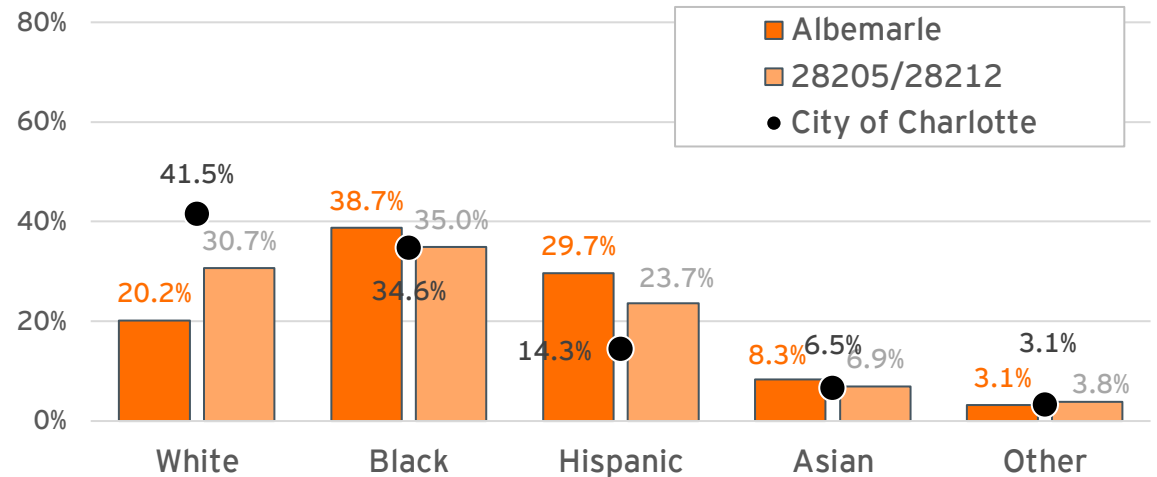
Sources: EMSI

# Albemarle Corridors - Demographics

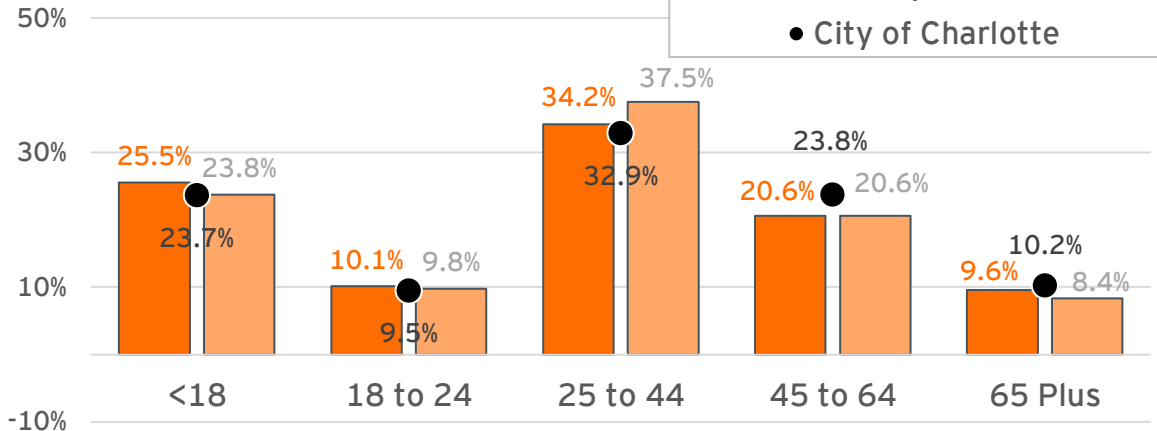


- Communities of color represent nearly 80% of all residents in the Albemarle Corridor. Citywide, racial and ethnic minorities comprise less than 60% of Charlotte's population.
- The population residing in the Albemarle Corridor and greater 28205/28212 zip code area is largely aligned with citywide averages across cohorts. The 45 to 64 year old cohort represents the largest variance to citywide averages.

Racial and ethnic composition, 2019



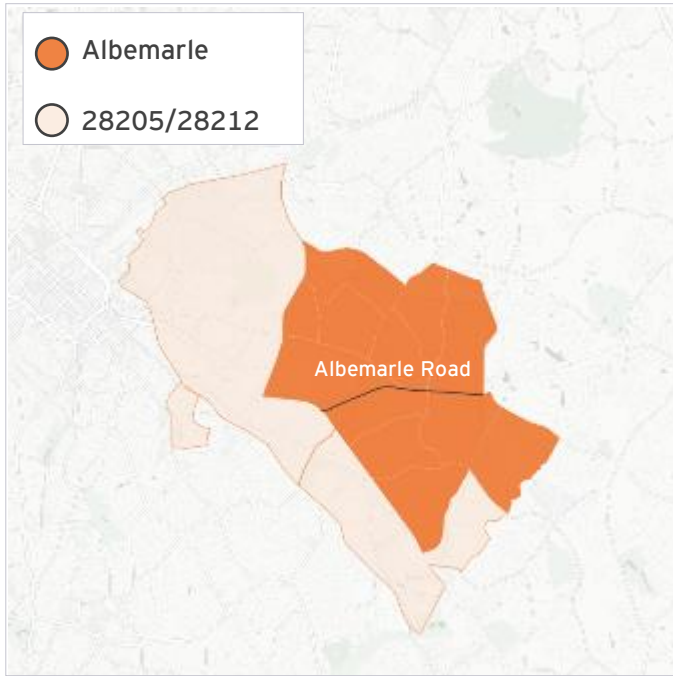
Age composition, 2019



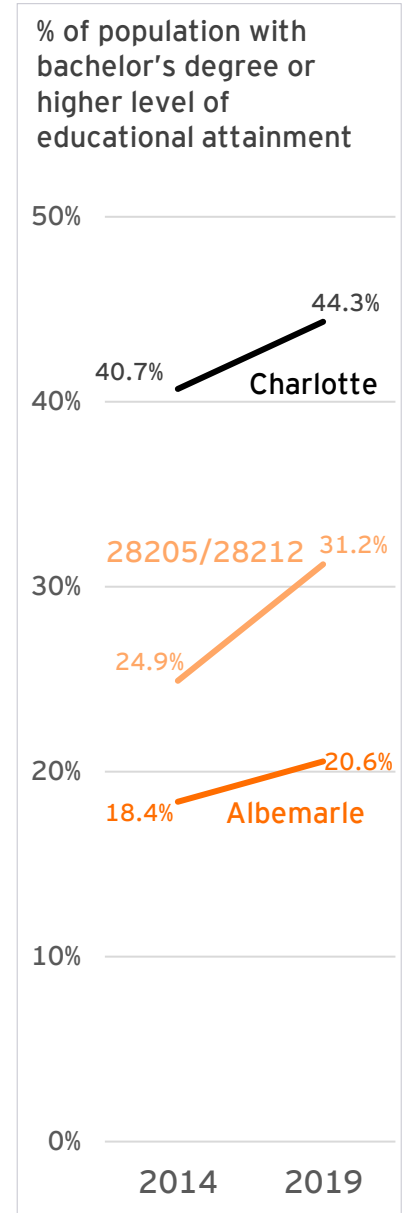
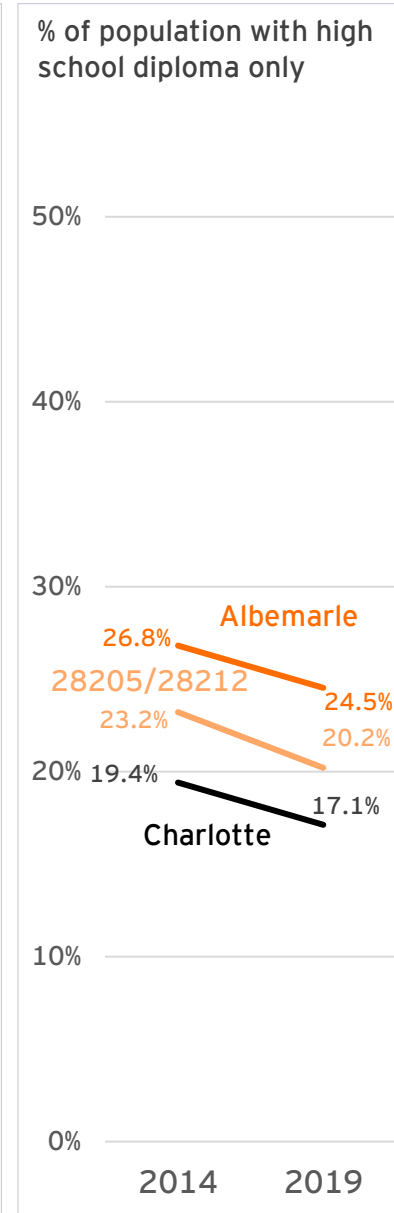
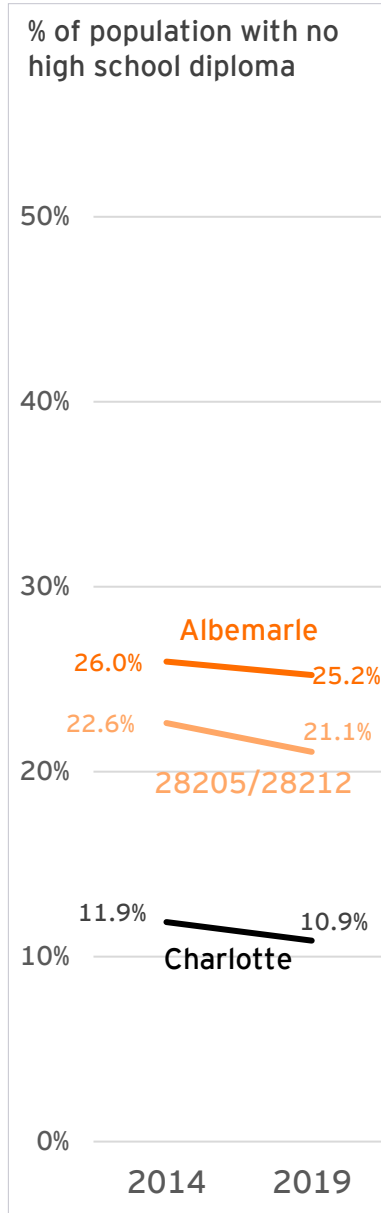
Sources: US Census Bureau



# Albemarle Corridors - Educational Attainment

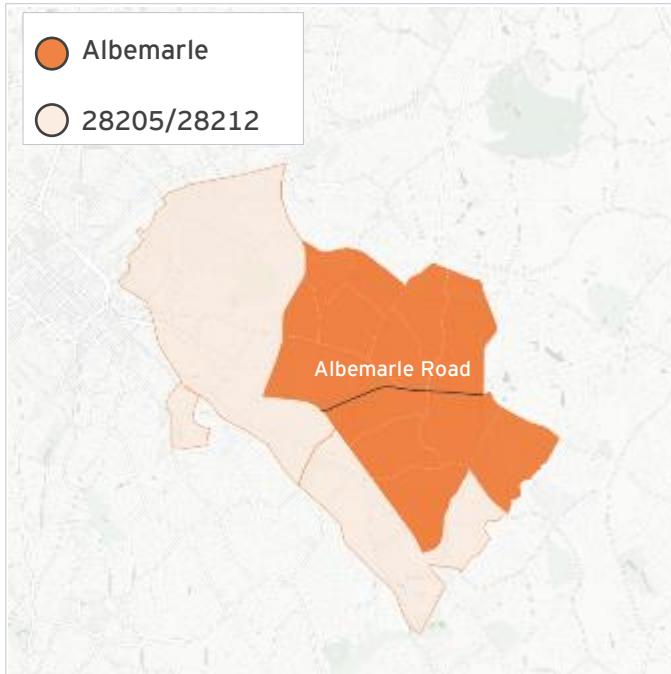


- Albemarle Corridor residents more than twice as likely to possess less than a high school diploma relative to City of Charlotte. Corridor residents are less likely to possess a high school diploma relative to the zip code area and citywide averages.
- Corridor residents are much less likely to possess a college degree relative to the broader zip code area and citywide averages.
- Corridor and zip code residents are also less likely to be high school graduates.

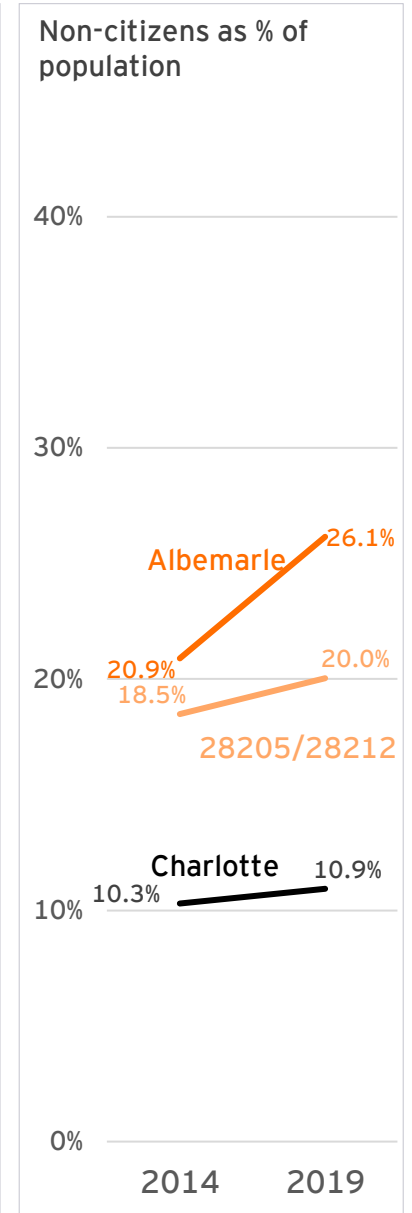
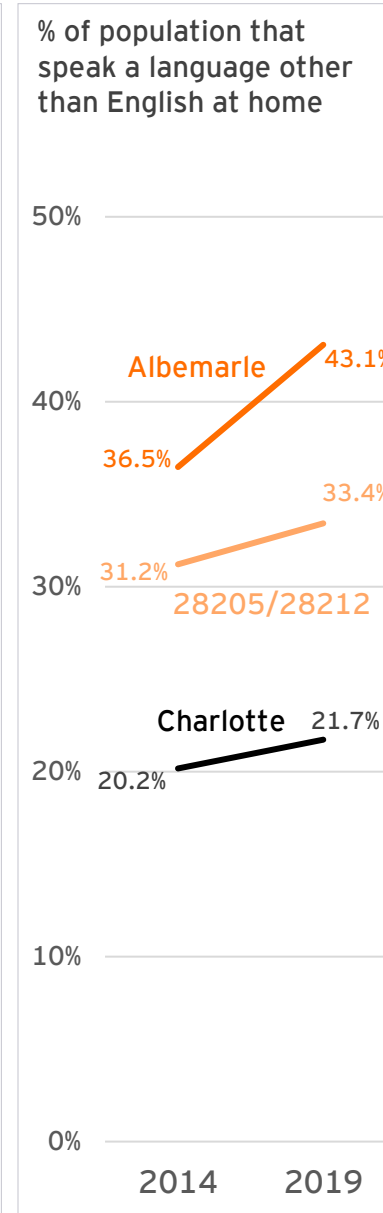
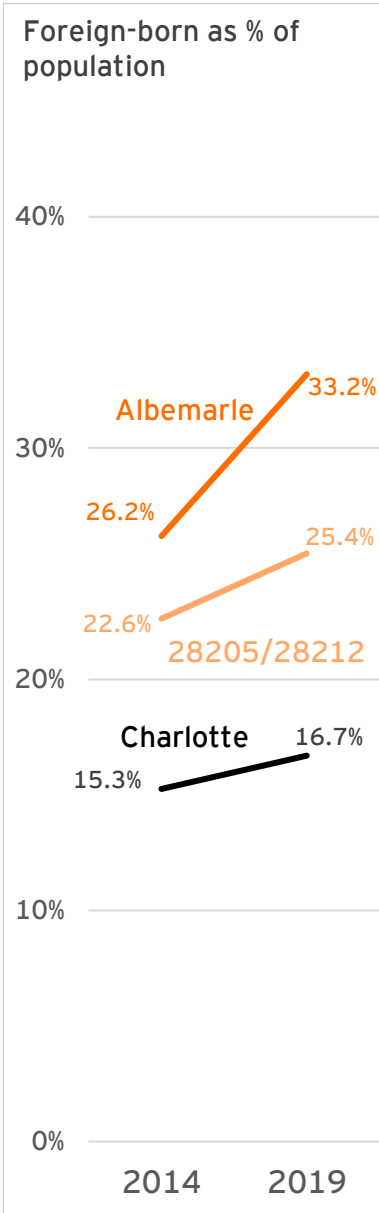


Sources: US Census Bureau

# Albemarle Corridors - Potential Barriers

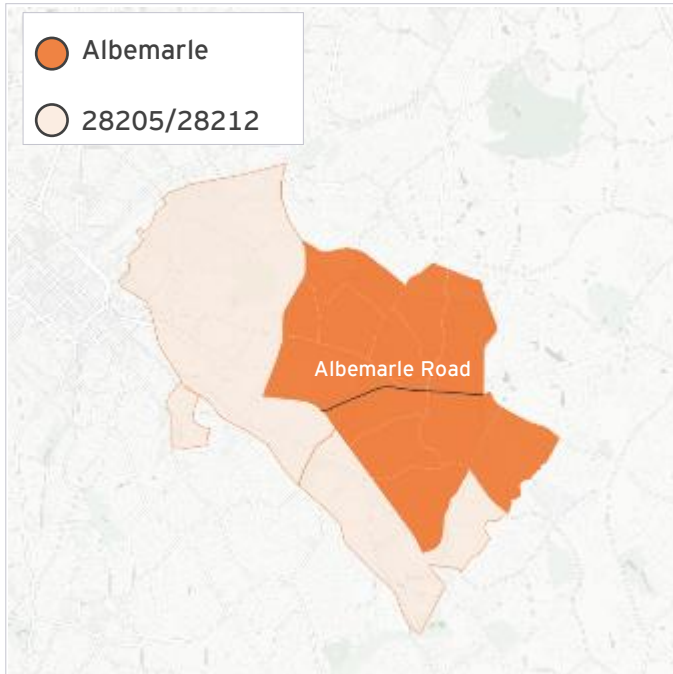


- Compared to the city as whole, both the 28205/28212 zip codes and the Albemarle Corridor are home to relatively more foreign-born residents and non-citizens.
- The Albemarle Corridor and the greater zip code area also feature proportionally more residents that speak a language other than English at home compared to the citywide average.

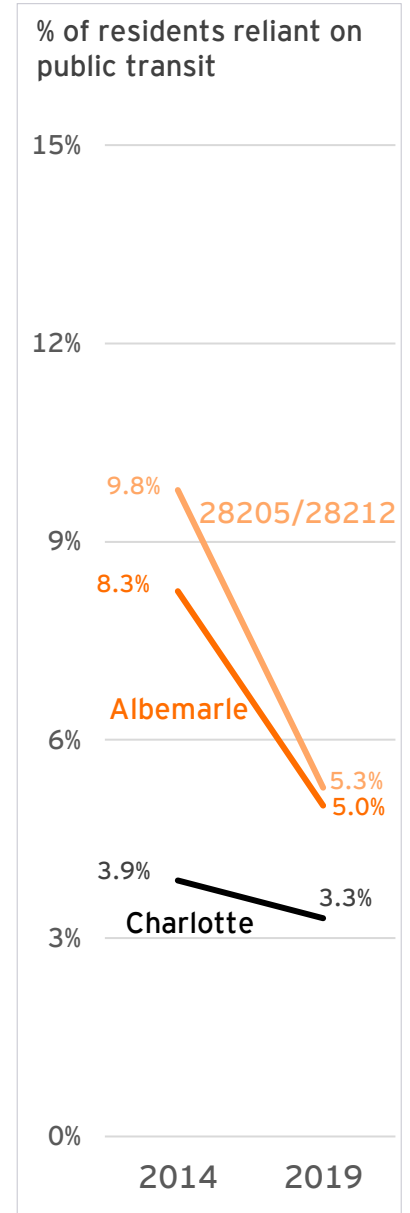
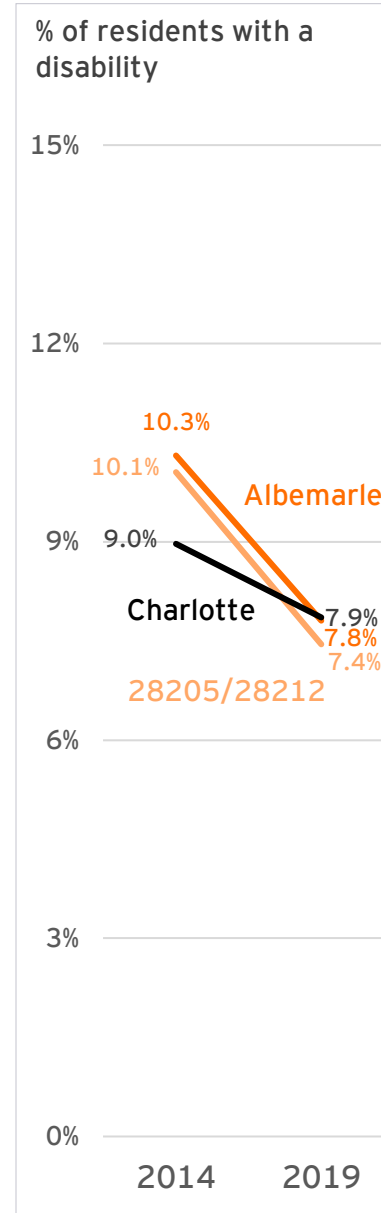
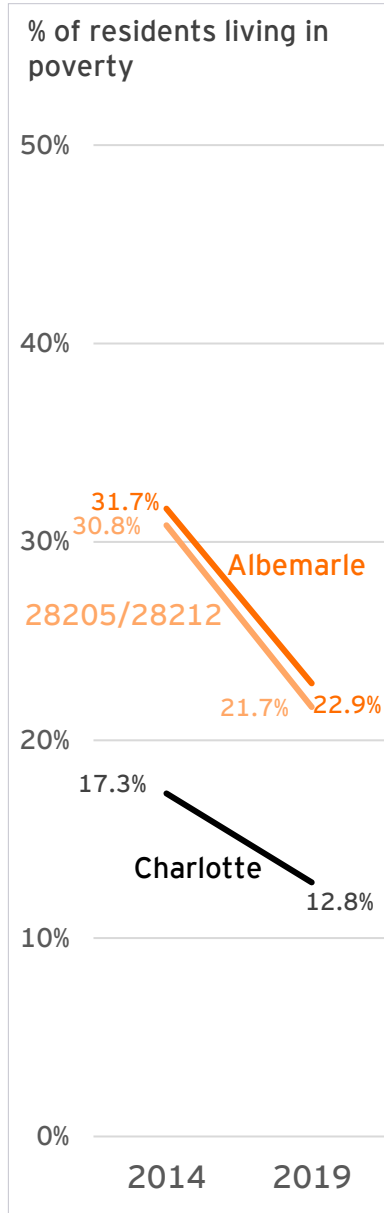


Sources: US Census Bureau

# Albemarle Corridors - Potential Barriers, cont.

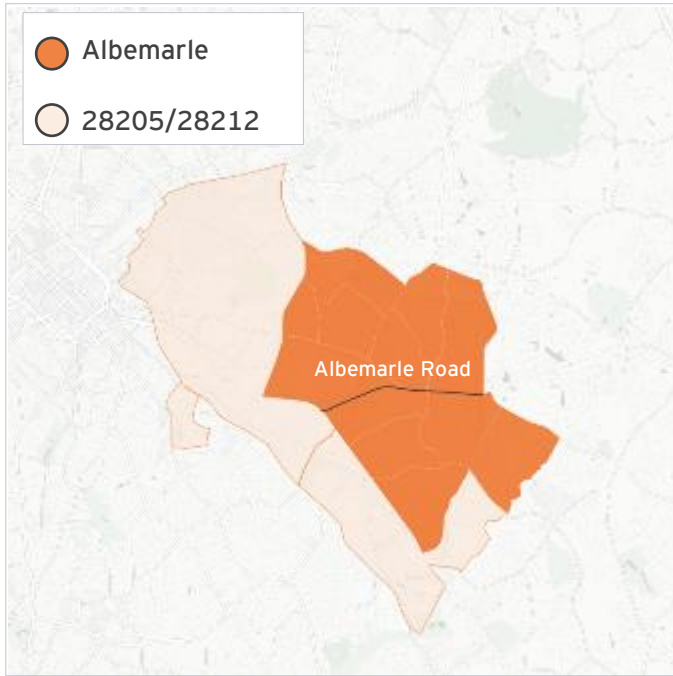


- Although poverty rates in both the Albemarle Corridor and broader zip code area have declined between 2014 and 2019, they remain much higher relative to the citywide average.
- As of 2019, both the Albemarle Corridor and zip code area were home to a slightly smaller proportion of residents with one or more disabilities as compared to Charlotte.
- Corridor and zip code residents more likely to rely on public transit relative to their counterparts in the rest of the city.



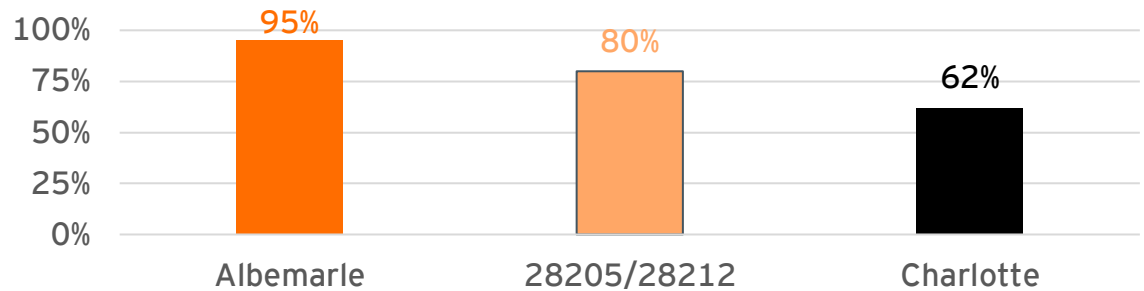
Sources: US Census Bureau

# Albemarle Corridors - Potential Barriers, cont.

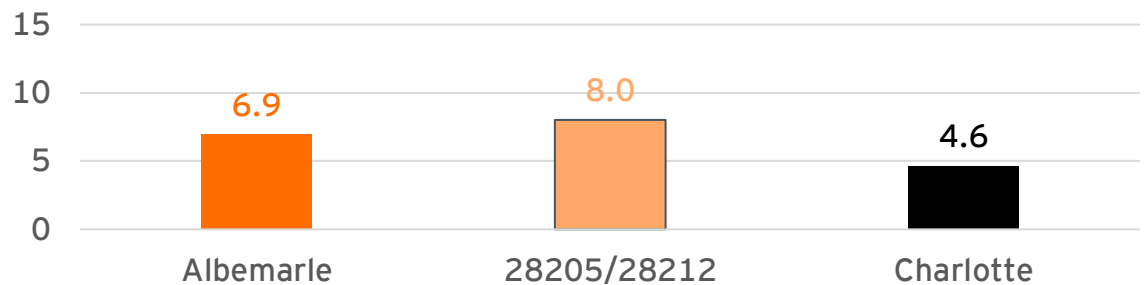


- Compared to Charlotte as a whole, most Albemarle Corridors and 28205/28212 zip code residents live in relative proximity to a licensed childcare provider.
- The Albemarle Corridors and 28205/28212 zip codes have higher levels of violent crime relative to Charlotte.
- Approximately one in fifteen corridor residents between the ages of 16 and 19 are neither employed nor enrolled in school. The figure is nearly one in ten for zip code residents.

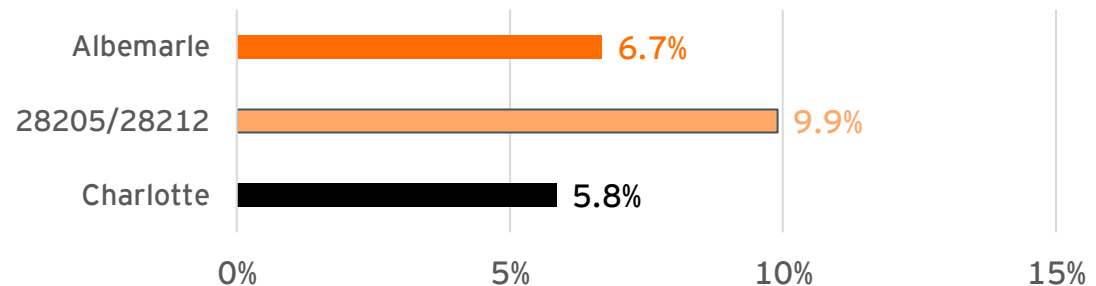
Percentage of housing units within ½ mile of a licensed early care provider, 2017



Violent crime rate per 1,000 residents, 2018

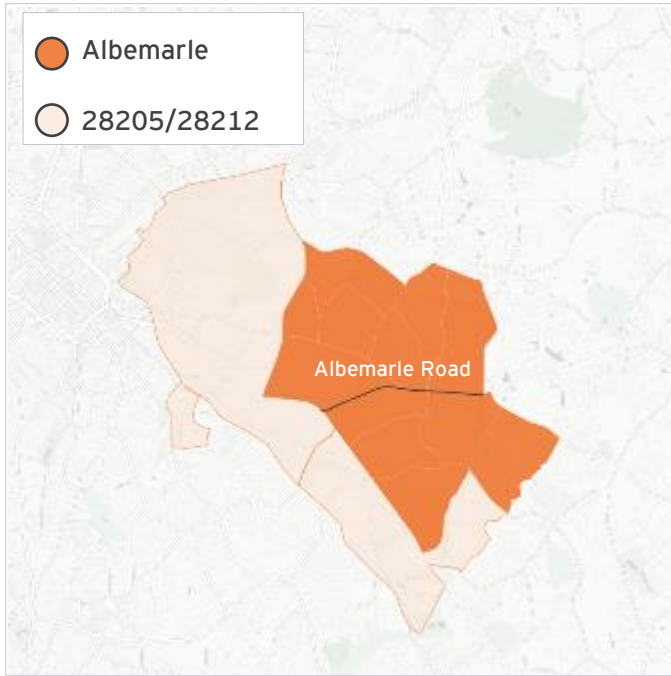


Disconnected youth (individuals 16 to 19 not enrolled in school, employed or in the labor force), 2019

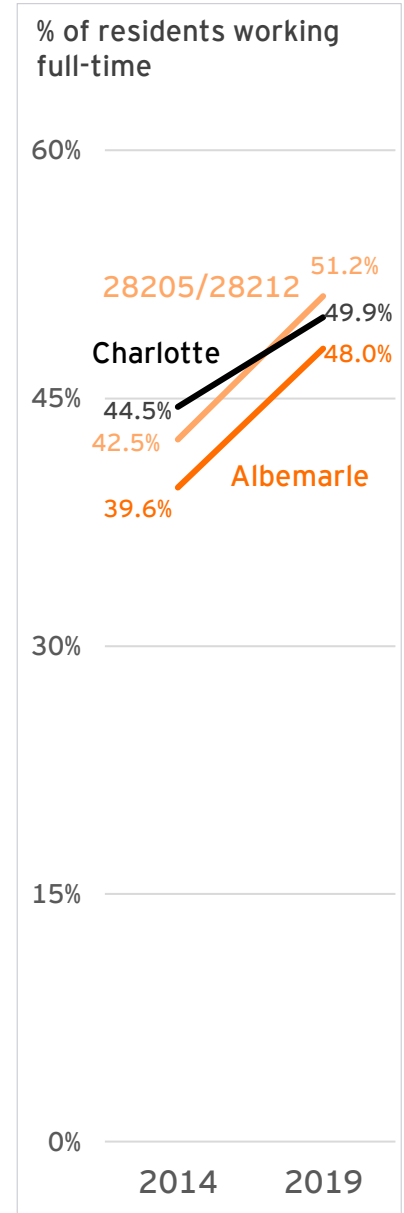
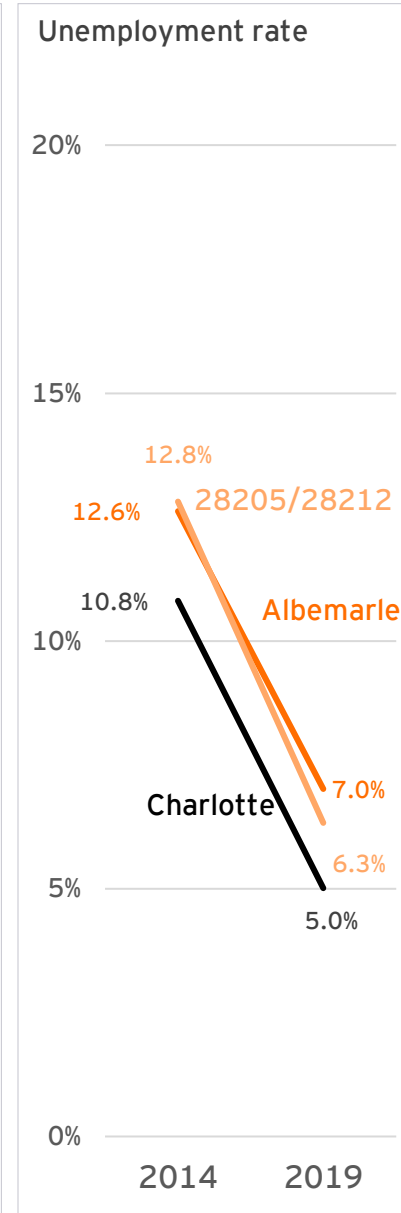
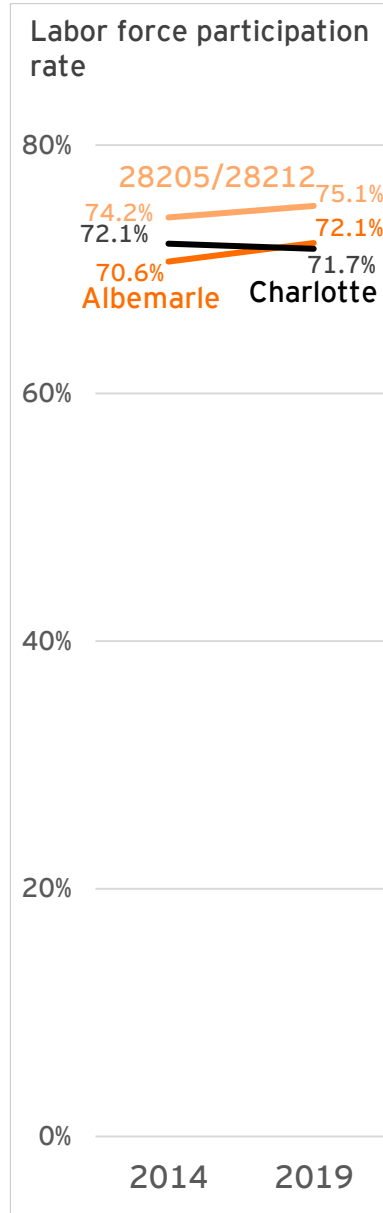


Source: US Census Bureau, Charlotte/Mecklenburg Quality of Life Explorer

# Albemarle Corridors - Labor Characteristics

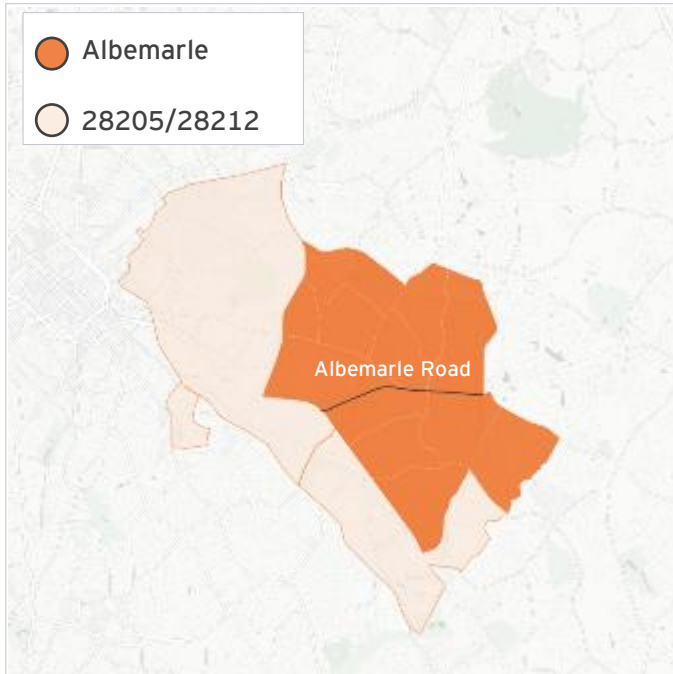


- Labor participation rates increased among corridor and zip code residents between 2014 and 2019. As of 2019, participation rates for the corridor and zip code area were greater than citywide averages.
- The unemployment rate among residents in all examined areas have declined between 2014 and 2019. Still, the unemployment rate among corridor and zip code residents remains higher than the citywide average.
- Relatively fewer corridor residents have full-time jobs as compared to Charlotte.



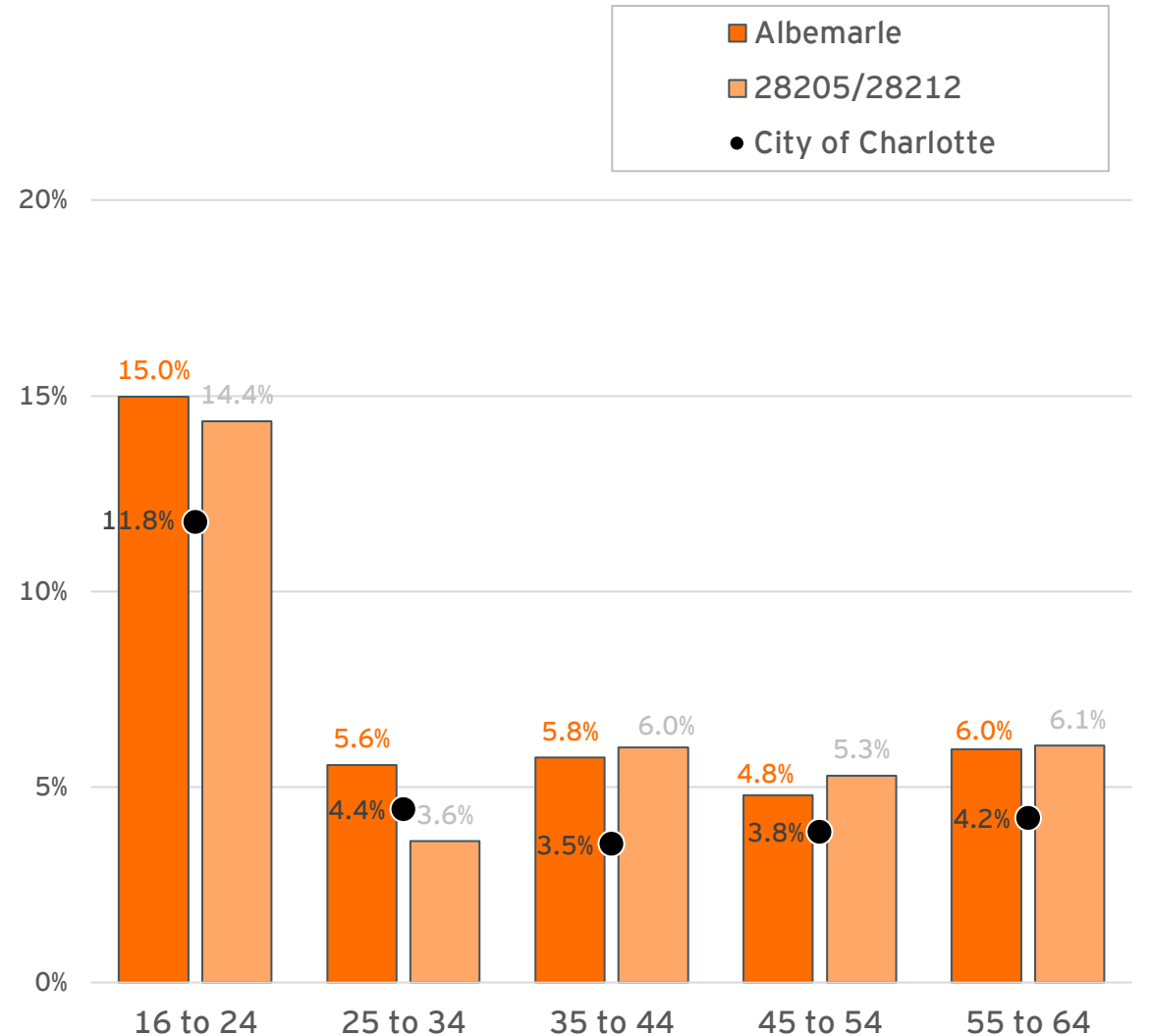
Sources: US Census Bureau

# Albemarle Corridors - Unemployment by Age



- Albemarle Corridor residents between the ages of 16 and 24 are at higher risk of unemployment relative to their older counterparts.
- In 2019, more than one in seven corridor and zip code residents between the ages of 16 and 24 was unemployed.
- At all age cohorts, unemployment rates in the Albemarle Corridor exceed the citywide average.

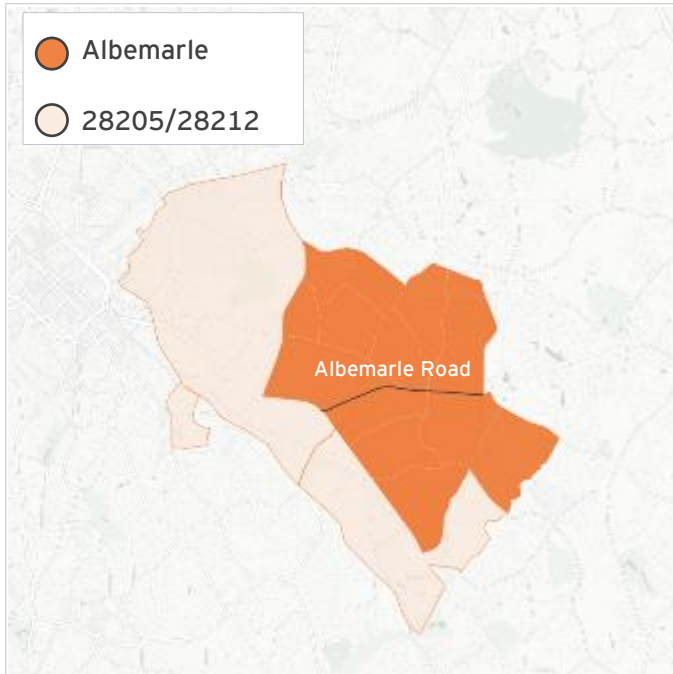
Unemployment rate, 2019



Sources: US Census Bureau

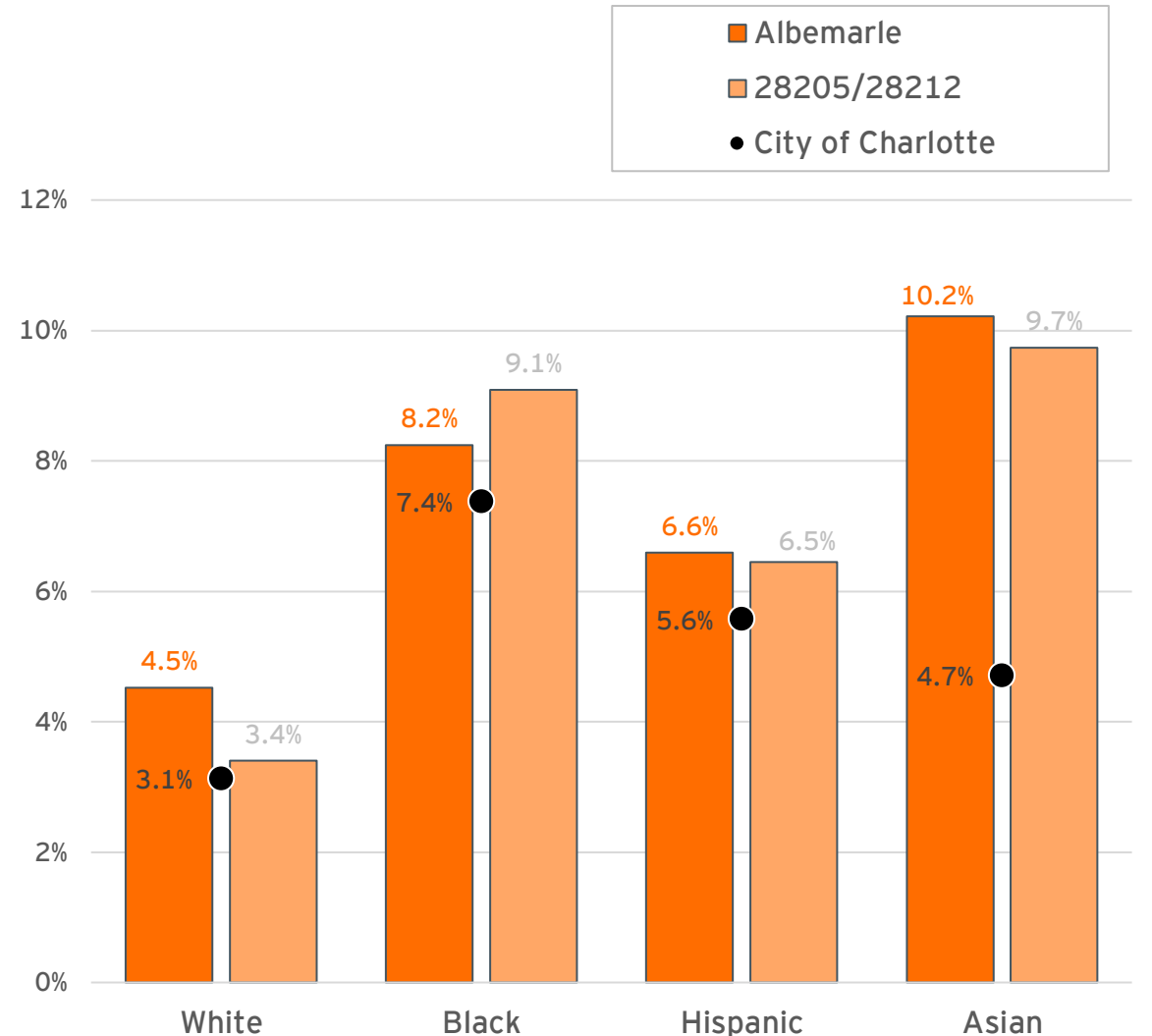


# Albemarle Corridors - Unemployment by Race



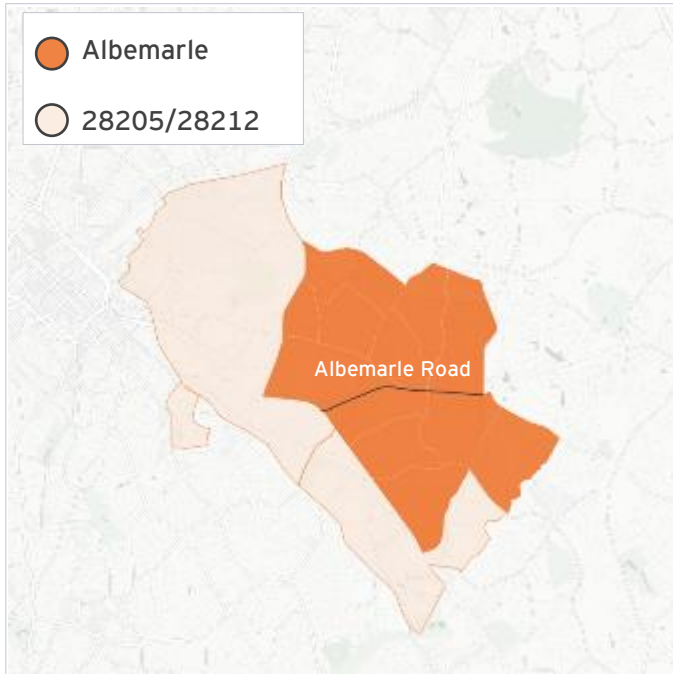
- Minority racial and ethnic group residents in the Albemarle Corridor and broader 28205/28212 zip code area are more likely to be unemployed compared to White residents.
- White residents are the most likely to be employed in both the Albemarle Corridor and 28205/28212 zip code area.
- Unemployment rates in the Albemarle Corridor and zip code area exceed the Charlotte average across all racial and ethnic groups.

Unemployment rate, 2019



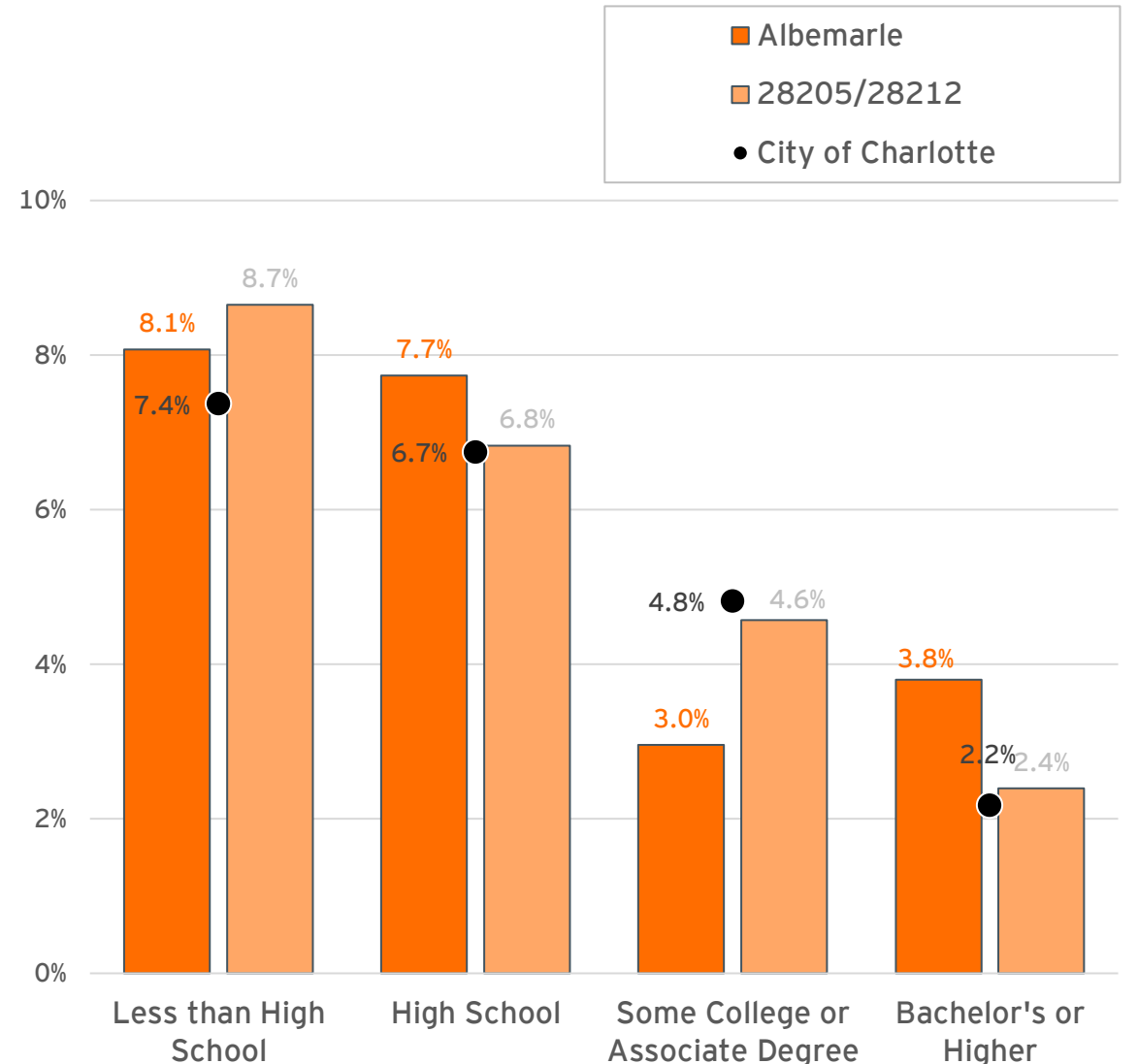
Sources: US Census Bureau

# Albemarle Corridors - Unemployment by Edu.



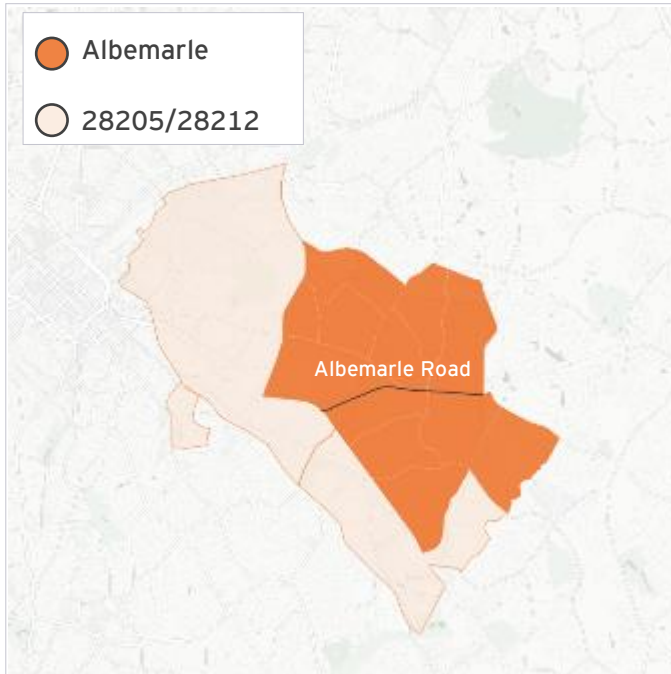
- In general, higher levels of educational attainment among Albemarle Corridor and zip code residents are associated with lower levels of unemployment.
- In 2019, more than 8% of Albemarle Corridor residents with less than a high school level of educational attainment were unemployed.
- For corridor residents with a bachelor's degree or higher level of educational attainment, the figure was less than half that, at 3.8%

Unemployment rate, 2019



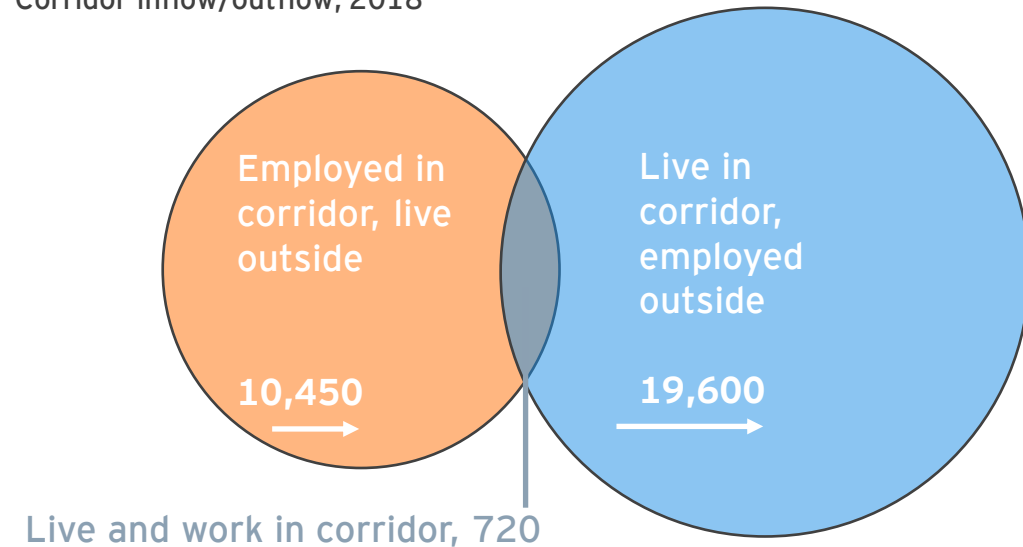
Sources: US Census Bureau

# Albemarle Corridors - Labor Flows

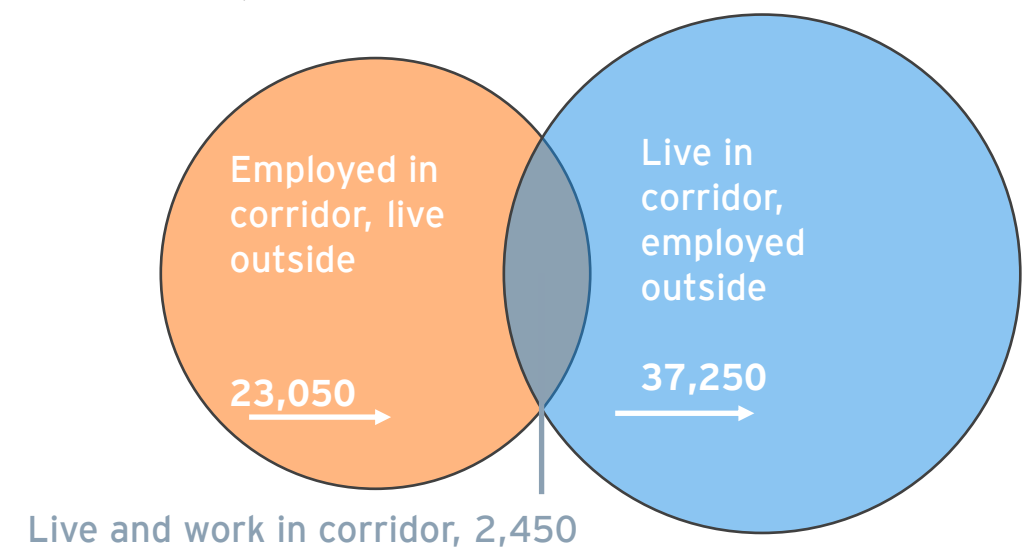


- Employment in both the Albemarle Corridor and the broader 28205/28212 zip code area was less than the number of employed residents in these communities.
- Relatively few individuals live and work in the Albemarle Corridor compared to that of the greater 28205/28212 zip code area.
- Most corridor and zip code residents work outside of their home community.

Corridor inflow/outflow, 2018

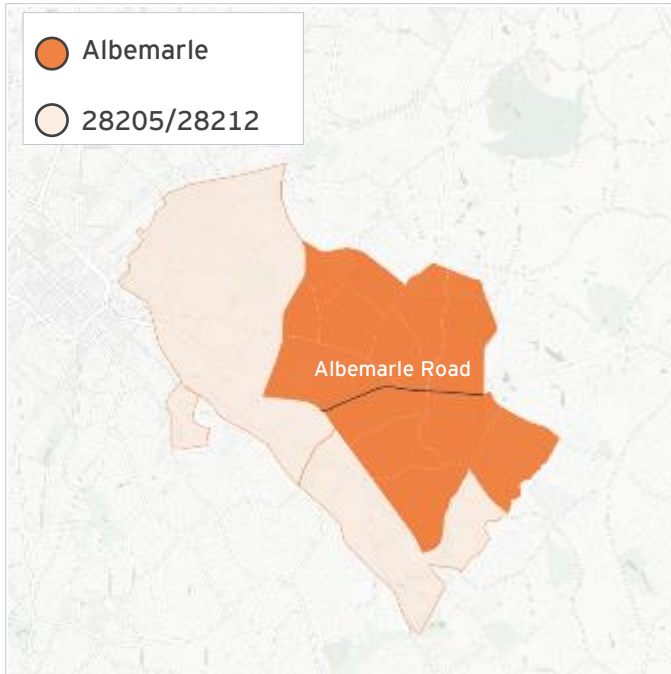


28205/28212 zip codes inflow/outflow, 2018

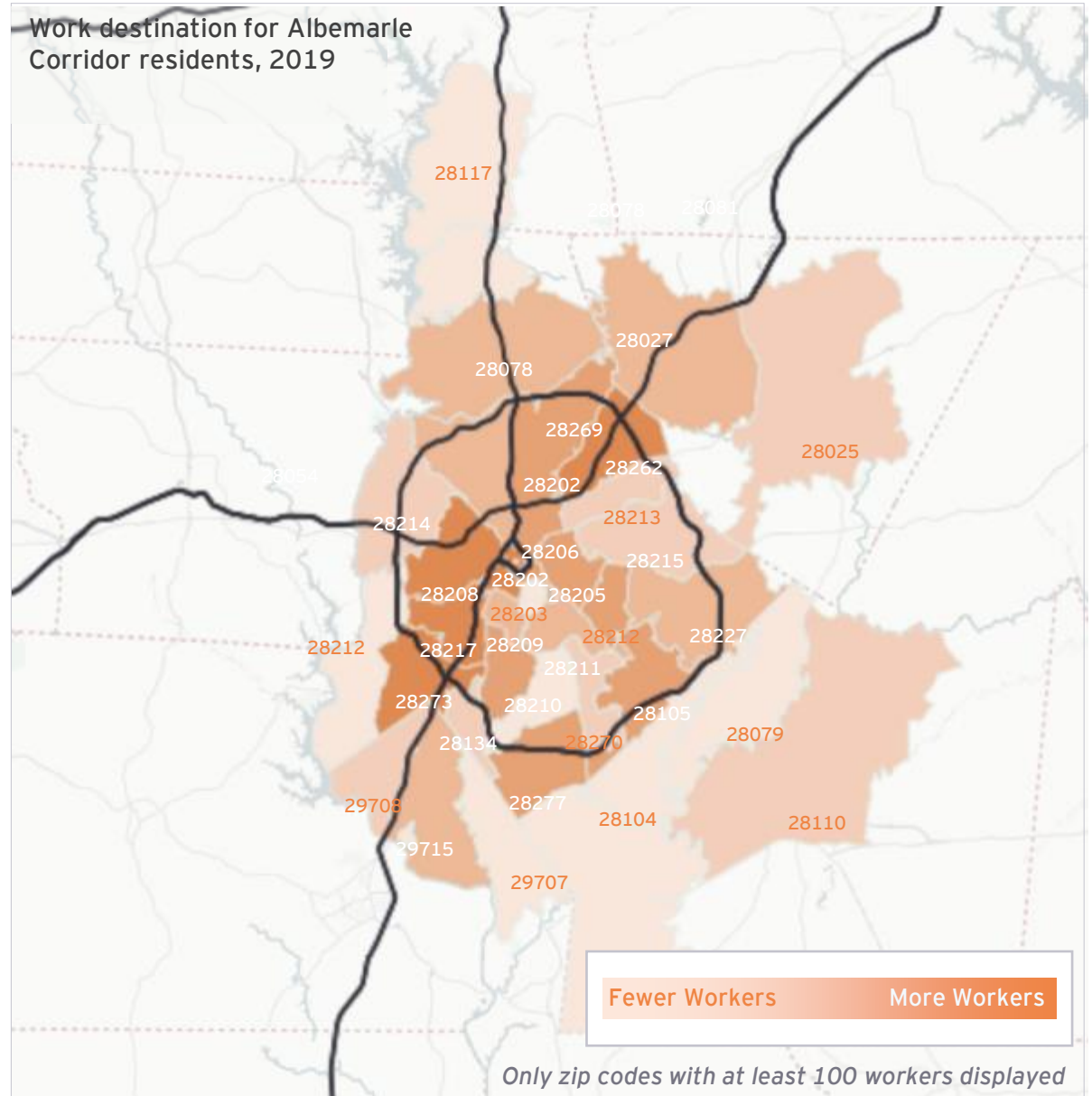


Sources: US Census Bureau

# Albemarle Corridors - Labor Flows

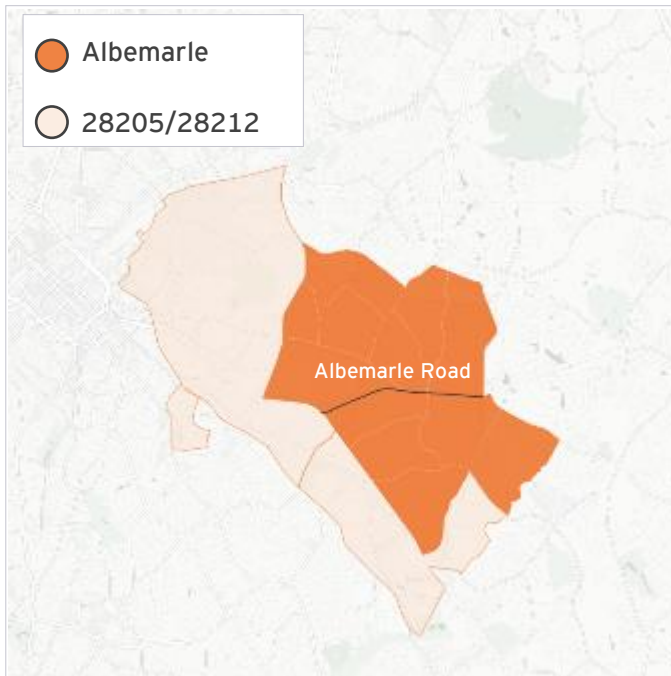


- Approximately 6% of Albemarle Corridor residents work within the 28205 or 28212 zip codes.
- An additional 25% of corridor residents work in five adjacent zip codes, including 28262, 28208, 28203, and at or near the airport (28217 and 28273) as well as Uptown Charlotte (28202).
- Most other corridor residents are employed at locations adjacent to the urban core and/or I-485.



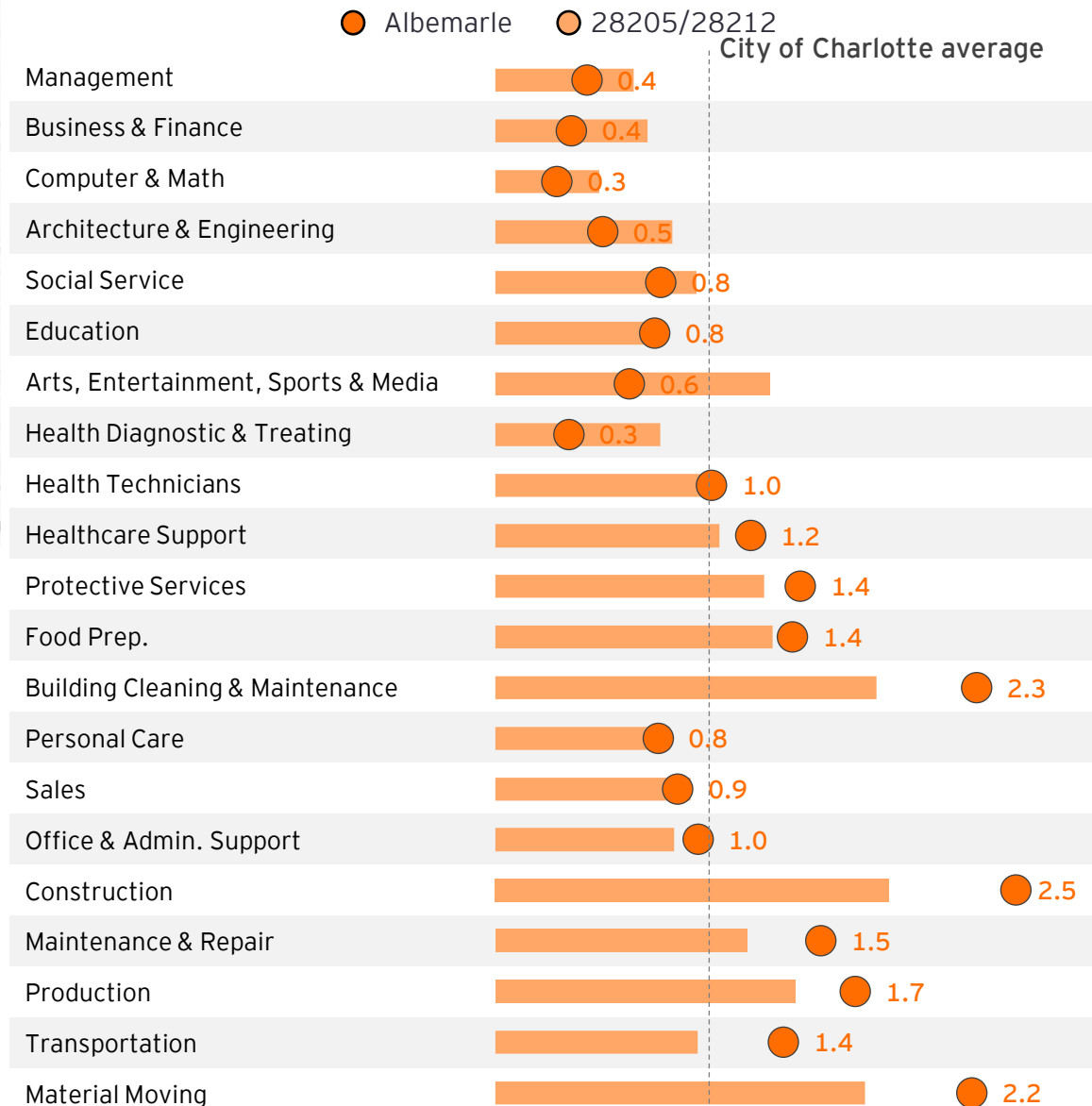
Sources: US Census Bureau

# Albemarle Corridors - Occupational Composition



- Relative to the Charlotte average, corridor residents are more than twice as likely to be employed in Construction, Building Cleaning & Maintenance, and Material Moving occupations.
- Corridor residents are also more likely to be employed in Production, Maintenance & Repair, Protective Services, Food Preparation, Transportation, and Healthcare Support occupations.
- Corridor residents are less likely to be employed in Management occupations.

Percentage of resident employment relative to City of Charlotte average, 2019  
 (1 indicates proportion of local employment identical to citywide average)



Only occupations with 250 resident workers are displayed

Sources: US Census Bureau

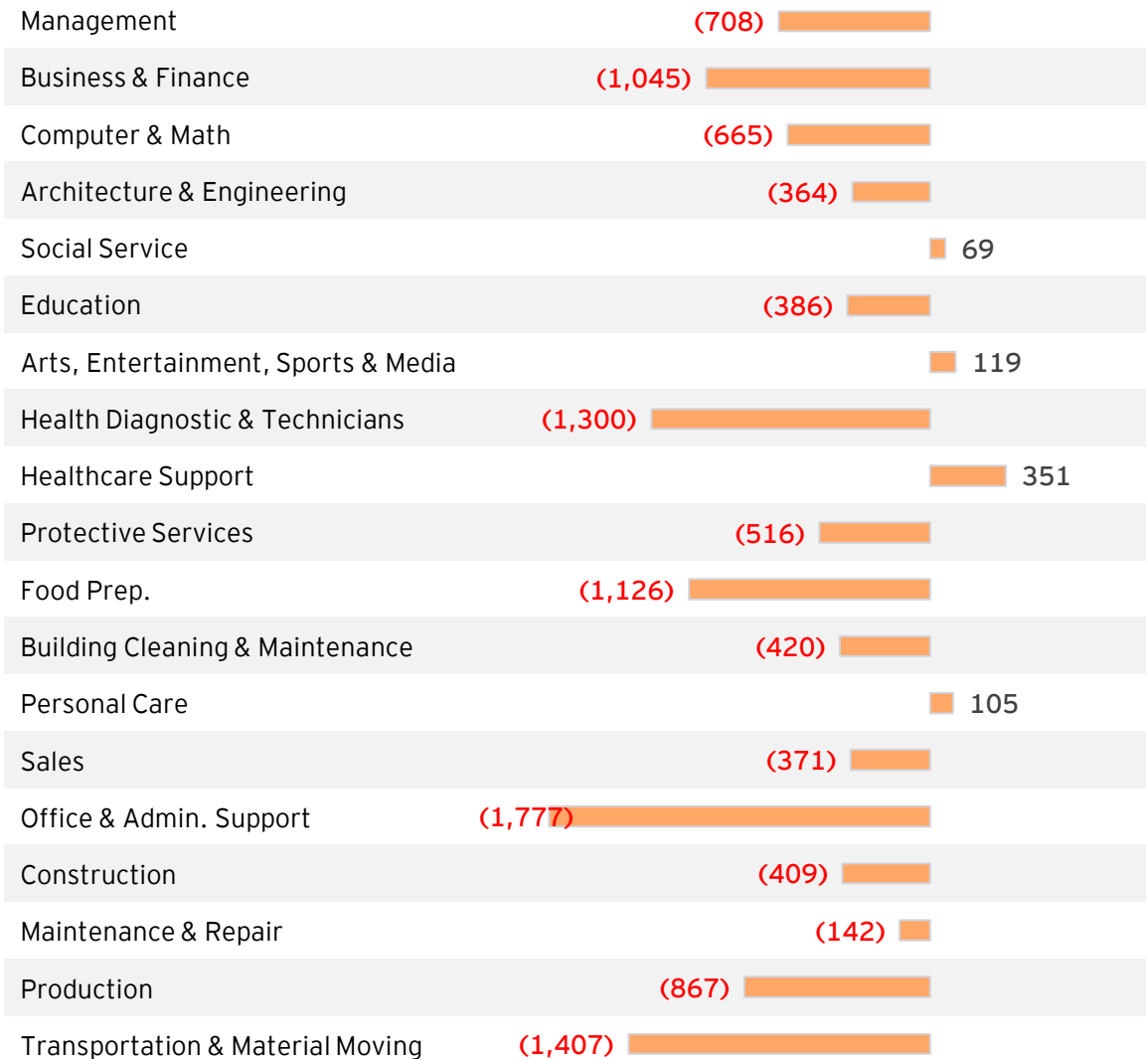


# Albemarle Corridors - Residents versus Jobs



- The 28205/28212 zip code area is home to over 11,000 more employed residents than jobs. As a result, employment figures for virtually every occupation within the zip code are at a deficit when compared to the number of residents employed in these occupations.
- There are over 1,750 more Office & Administrative Support workers in the zip code than jobs in the zip code. This is also the case for multiple other clusters, including Transportation & Material Moving (1,400+).

Surplus in jobs in zip code versus resident workers, 2019

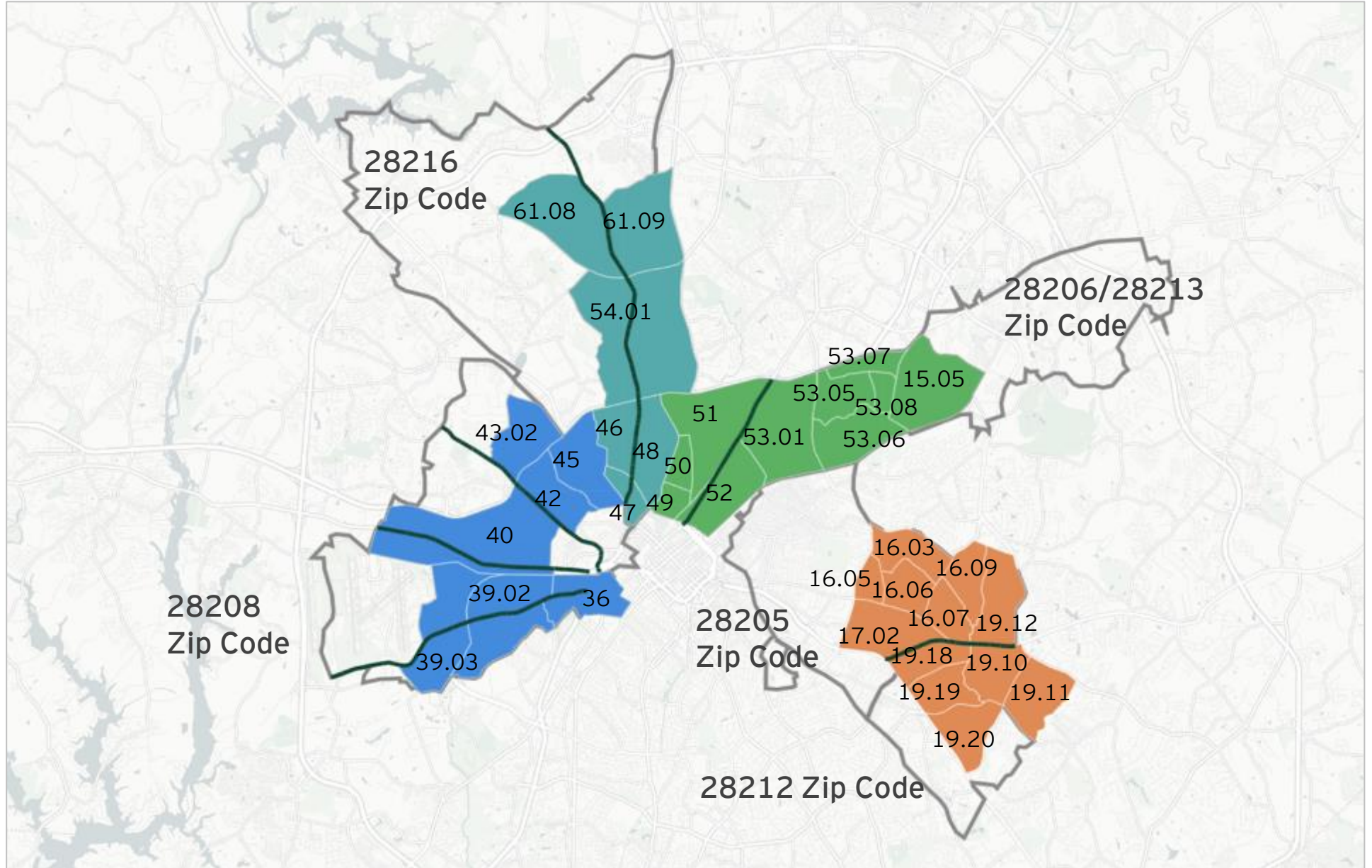


Only occupations with 150 resident workers are displayed

Sources: EMSI



# Study focus by tract





# Charlotte Corridors of Opportunity: Workforce Analysis

## Disclaimer

Our Report may be relied upon by City of Charlotte for the purpose set out in the Scope section only pursuant to the terms of our engagement letter. We disclaim all responsibility to any other party for any loss or liability that the other party may suffer or incur arising from or relating to or in any way connected with the contents of our report, the provision of our report to the other party or the reliance upon our report by the other party. This report may only be shared in its entirety. Quotes and data from this report may only be shared with prior permission from EY.



Building a better  
working world